

# Henderson Intermediate School

## ANTI BULLYING POLICY

### RATIONALE

A school should be a safe place for its staff and students.

**“Bullying”** – is usually not a one-off but is repeated or has the potential to be repeated over time. It is behaviours which create discomfort, anxiety or fear by way of rumour mongering, name-calling, put downs, social exclusion, teasing, intimidation and physical assault, including the use of electronic devices. Bullying involves behaviours that can be harmful – it is not a normal part of growing up.

Henderson Intermediate School is committed to providing a safe learning environment for all members of the school community. Bullying in any form will not be tolerated.

### GUDIELINES

1. To define “bullying” as any behaviour which creates discomfort, anxiety or fear in another person.
2. To raise awareness within the whole school community that bullying behaviour is unacceptable.
3. To ensure that acts of bullying which are witnessed or reports of bullying receive a prompt response.
4. To encourage students to report bullying behaviour and to provide a procedure to allow this to occur.
5. To put in place programmes designed to provide bullies with an awareness of the impact on others of their behaviour and to provide alternative behaviours.

6. Keep parents informed through newsletters and parent-teacher meeting and encourage on-going support for this policy.
7. To provide anti-bullying programmes that focus on racism, special needs students, homophobic and transgender students, support and freedom from bullying for these specific groups.
8. To ensure that sexual harassment of any student or staff is treated as bullying and dealt with promptly.
9. To use the restorative conferencing practices to resolve bullying incidents.

### **PROCEDURES FOR DEALING WITH BULLYING**

1. Students are to see a teacher or Team Leader, a DP or the Principal if they are bullied. (Every case referred to an adult must be addressed).
2. In the first instance the person / persons being accused of the bullying must be interviewed. Natural justice must be seen to be done. (This applies to Staff, Students or Parents)
3. If the bullying is serious then disciplinary action will follow. The parents of the student doing the bullying, will be informed, as well as the student being bullied.
4. Serious and on-going perpetrators of bullying will be dealt with through the Schools Behaviour Plan, which is provided to all families.
5. Serious and on-going perpetrators of bullying, **staff bullying staff**, will be dealt with through the appropriate Employment Contract.
6. Parent Bullying of Staff is to be treated seriously and referred to the Board to be dealt with at the discretion of the Principal. The Board may appoint a sub-committee of 2 or more Board members to deal with such concerns.

7. Electronic bullying will be treated as per any other form of bullying, as this impacts on the well being of others.
8. The Principal has the full authority of the Board to conclude any matters in regards to this policy, and the decision will be full and final.
9. If there is an allegation of bullying by the Principal, this will be resolved by the Presiding Member and one other Board member.

**Reviewed on 17<sup>th</sup> June 2024**