Anti-Bullying Policy

**Rationale:**

All forms of bullying, whether it is physical, verbal, social, psychological or cyber are not tolerated at any level at PHS. We are an inclusive environment where diversity is affirmed and individual differences are respected. All students have the right to a safe environment where they can play, learn and express themselves without fear of victimisation. At PHS bullying is taken seriously and is not accepted or tolerated in any form. PHS’s Anti-Bullying Policy reflects the NSW Department of Education’s Anti-Bullying plan for schools and complements the school’s Student Welfare Policy and Discipline Code. Our school has formed an Anti-Bullying Committee (A.B.C) whose task is to manage the school’s anti-bullying tracking system. This system allows the victims of bullying to be identified, monitored and supported.

**Aims:**

To ensure that students can expect to spend the school day free from the fear of bullying, harassment and intimidation in a secure, ordered and supportive environment. To provide information and strategies to teachers, parents, caregivers and members of the wider community to effectively deal with bullying behaviour and its consequences.

**Implementation:**

- Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that can cause distress, hurt or undue pressure. It is the intentional abuse of power in relationships that involves all forms of harassment (including sex, racism, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.
- Bullying behaviour can be **verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats **physical** e.g. hitting, punching, kicking, scratching, tripping, spitting **social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures **psychological** e.g. spreading rumours, dirty looks, hiding / damaging possessions, malicious SMS / email messages, sexting, inappropriate use of camera / phones.
- Cyber bullying is a particularly insidious, powerful, and devastating form of bullying. Although cyber bullying generally happens outside school, it affects what happens in school, contributing to poor school performance, depression and even suicide.
- Students and their parents or caregivers should be proactive in dealing with bullying.
- Parents should call the school administration office with their concerns about bullying behaviour. Parents will be directed to an appropriate member of staff who will investigate their concerns.
- Students must report ALL incidences of bullying to a teacher (using an anti-bullying tracking form).
- Teachers must act quickly on all incidences and reports of bullying in accordance with the school’s Discipline Code. Teachers should also document the incident using a ‘staff’ anti-bullying form.
- Teachers must reassure the victim that the problem is seen as real and serious by the school.
- Support for the victim should be provided through the school’s Welfare Team, which includes the school counsellor. Students who are identified through our Anti-Bullying Tracking system will also be supported by a ‘Case Manager’ (member of the A.B.C) and a senior student mentor where appropriate.
- Where bullying occurs on the grounds of race, the incident must be dealt with in accordance with both this policy and the school’s Anti-Racism Policy.
- The school will provide learning experiences that address key understandings relating to bullying and harassment through Pastoral Care programs and Key Learning Areas.

**Evaluation**

This policy will be reviewed as part of the school’s three-year review cycle.

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