



Anti-bullying Policy

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Introduction

Wenona (the 'School') seeks to provide a friendly, safe and caring environment for all members of the School community; an environment which is conducive to academic achievement and personal growth, free from oppression or fear.

Bullying is anti-social behaviour that affects everyone. All types of bullying and harassment are unacceptable and will not be tolerated at the School. Every member of the School community has the right to be treated with respect and is expected to support the School in preventing bullying and harassment.

The School encourages a community of kindness and care for others. This means that anyone who is aware of any type of bullying is expected to tell a member of staff immediately. When bullying behaviour is brought to the School's attention, it will seek to respond promptly and effectively.

Bystander support of bullying, be it in person or online, can encourage these anti-social behaviours, and the School will not tolerate either active or passive support of bullying. Students will be encouraged not to be part of the problem; not to pass on the rumour or derogatory message, to walk away from these acts when they see them, to reach out to the target(s) of bullying, to constructively attempt to stop the bully, and to report acts of bullying to a member of staff.

Aims

- To implement and to maintain a whole School approach that addresses bullying
- For all members of the Wenona community to have a good understanding of what bullying is, and to be familiar with this School Policy
- To empower students to become proactive in problem solving associated with bullying
- That students will have an awareness of what they should do if they are bullied, or if they observe bullying
- To develop a culture of inclusiveness and care, in which bullying behaviour is not accepted, and is reported
- That students who experience bullying understand they will be supported by the School
- To support students who have been involved in bullying to adopt more caring and positive peer relationships.

Definitions

Bullying is repeated, intentional psychological or physical oppression, of a less powerful person or group of persons, by a more powerful person or group of persons.

Bullying is ongoing in nature and the bully is encouraged by another's pain, distress, fear or humiliation.



Anti-bullying Policy

Bullying generally takes one of the following forms:

- **Indirect** Being unfriendly, spreading rumours, excluding, tormenting, eg hiding bags or belongings
- **Physical** Pushing, kicking, hitting, spitting, slapping or any form of violence
- **Non-verbal** Writing unkind or threatening notes, graffiti, rude gestures, stares
- **Verbal** Name-calling, teasing, threats, sarcasm, yelling
- **Cyber** Unkind or threatening messages or images via electronic communication, eg social networks, apps, internet blogs, text messaging and calls, instant messaging etc.

Implementation

The *Student Code of Behaviour*, as outlined in the Student Diary, states clearly, the rights and responsibilities of each girl in relation to bullying. Behavioural consequences may in the first instance include one of a range of escalating detentions:

- D1 – Lunchtime
- D2 – Friday Afternoon
- D3 – Saturday

As stated in the *Staff Guidelines around Student Behaviour*, serious breaches of conduct, which can include bullying, may at the discretion of the Principal, result in suspension or expulsion.

The School is committed to managing each disclosed case of bullying through the provision of appropriate warnings and consequences, coupled with a range of supports for both the students subject to the bullying, and the perpetrator(s) of the bullying. Records of all incidents of bullying will be retained by the School, to assist in the identification of any patterns of bullying behaviour, and to assist in decisions related to the provision of appropriate consequences.

Parent and student surveys on peer relations will be conducted on a regular basis. The findings of these surveys will contribute to the ongoing monitoring, evaluation, and review of the effectiveness of the Policy and Guidelines.

Prevention

A key element of this Policy against bullying is to raise awareness of the significant impact of bullying and to develop empathy towards the subject(s) of the bullying.

Measures adopted by the School may include:

- Involvement of the Local Police School Liaison Officer (North Sydney Police: 9956 3199) in the development of strategies to reduce the incidence of bullying, including bullying awareness presentations (as part of the School's broader anti-bullying education program)
- Provision of contact details to students of external organisations that support students who experience bullying. These include Kids Helpline: 1 800 551 800, and Headspace (Chatswood): 8021 3668 in addition to internal counselling support from the School's Counselling Team.



Anti-bullying Policy

- Embedding information and concepts related to bullying within both the formal curriculum eg, PDHPE and the Wellbeing program, promoting class teacher led discussion
- Providing professional development for staff on promoting positive relationships and managing bullying, ensuring constructive role modelling
- Implementing and communicating a series of bullying deterrents, through a clear set of School rules and consequences
- Introducing Year Group presentations with anti-bullying messages
- Providing parent information evenings related to peer relations
- Providing opportunities for cross-school student leadership and involvement, such as Peer Support and Student Representative Council
- Reinforcing anti-bullying messages and promoting positive peer relationships at key public forums, such as Assemblies, Year Group and House meetings
- Reinforcing of positive, pro-social behaviours
- Supporting Anti-Bullying initiatives such as the annual 'Bullying No Way' Day (National Day of Action against Bullying and Violence).

Related Documentation

See also refer to the School's Staff Guidelines Student Supervision Duties (250), ICT Acceptable Use Policy for Students (341), Student Code of Behaviour (350), Student Detention Guidelines (351.10), Student Management Policy (351), Staff Guidelines around Student Behaviour (351.10), Staff Guidelines for Responding to Student Bullying and Harassment (353.10).