Anti-Bullying Policy

GRC Penshurst Girls Campus

School Mission Statement
To be a middle school committed to the education of resourceful independent women striving for excellence in a supportive, enriched learning environment.

Values
Passion for teaching and learning
Integrity – honesty and trust
Democratic – listening to all voices
Respect for self and others
Responsibility for our actions
Resilience – strengthening each other

Statement
GRC Penshurst Girls Campus Student Welfare Policy is based on the school community’s belief that every student has the right to:

• Be taught in a safe, caring and stimulating learning environment
• Work in a pleasant and clean school where she and her belongings are safe
• Be valued as an individual and be treated with respect and courtesy

Bullying or cyber bullying by any member of the school community will not be tolerated at GRC Penshurst Girls Campus.

Bullying
Deliberate psychological, emotional and/or physical harassment of one person by another or a group, occurring at school or in transit between school and home. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability or homosexuality), humiliation, domination and intimidation of others.

Bullying behaviour can be:

• Verbal – name calling, continued teasing, spreading rumours, abuse, putdowns, sarcasm, insults, threatening physical abuse
• Physical – hitting, punching, kicking, scratching, tripping, spitting, hair pulling, biting
• Social – ignoring, excluding, ostracising, alienating, making inappropriate gestures
• Psychological – spreading rumours, dirty looks, hiding or damaging possessions, stand over tactics and forcing a student to do something they do not want to do
• Racist – making racial slurs, mocking cultural traditions, making offensive gestures
• Sexual – unwanted physical contact, offensive jokes, abusive comments related to supposed sexual behaviour
Statement of Purpose

Students, teachers, parents and members of the wider school community of Georges River College Penshurst Girls Campus have a shared responsibility to create a safe and happy environment, free from all forms of bullying. Members of the whole school community are actively involved in the collaborative development of this Anti-Bullying Plan. Each group within the school community has a specific role in preventing and dealing with bullying.

Students have a responsibility to behave appropriately, respecting individual differences and diversity. Students need to respond to incidents of bullying according to our Anti-Bullying Plan.

Parents or caregivers have a responsibility to support their children in developing positive responses to incidents of bullying consistent with our Anti-Bullying Plan.

Georges River College Penshurst Girls Campus has a responsibility to inform the whole school community about our Student Welfare and Discipline Policy and our Anti-Bullying Plan. It is our responsibility to provide parents, staff and students with clear information regarding developed strategies that promote appropriate behaviour and the consequences for inappropriate behaviour.

Strategies to prevent bullying

At Georges River College Penshurst Girls Campus we will continue to foster an inclusive school culture and ethos that supports all students and values the diversity of the student, staff and community population including culture, ethnicity, gender, sexual orientation, physical ability and economic status. We will continue to further enhance opportunities for connectedness and engagement in learning through supportive learning environments.

We will embed teaching and learning experiences that promote positive peer relations, social skills and resiliency, across the curriculum.

- Year 7-9 PD/H/PE
- Key curriculum areas

The school community will treat the time in the playground and between classes as an important part of the curriculum. We will reinforce a playground code of behaviour, develop skills for social interaction and provide safe places for students.

We will maintain student welfare systems that enable all students to feel safe and to feel valued.

- Peer Support program
- Peer Mediation
- Year meetings
- Pastoral care camps and excursions
- Student welfare seminars and presentations
Strategies to deal with bullying

STUDENTS:
- do not fight back
- learn some good skills for tough situations – make eye contact, be assertive with a firm voice, use humour to diffuse the situation
- ignore verbal bullying and do not respond
- build your own protection by establishing friends
- avoid risky situations and stay away from places where bullies hang out
- talk about it with others who can help you decide how to handle the situation – friends, family, Year Advisor, Peer Support leader, Peer mediator, teacher, School Counsellor

PARENTS:
- be aware of the signs of bullying
- talk to your child
- report bullying behaviour to the school

TEACHERS:
- engage in current professional learning programs on bullying
- intervene if they witness or suspect a student is being bullied
- report the incident to executive or Year Advisor
- record the incident on RISC

DEPUTY PRINCIPAL/PRINCIPAL:
- monitor bullying behaviour of students who are repeat offenders
- organise support programs for victims, bullies and bystanders
- liaise with parents or caregivers
- update RISC entries
- follow DET Suspension and Expulsion guidelines

Cyber bullying
Cyber bullying is an intentional, repeated behaviour by an individual or group to cause distress or undue pressure to others using technology.
Cyber bullying includes all communications that seek to threaten, humiliate, intimidate, control or put another person or persons down.
Cyber bullying is part of the school’s anti-bullying policy and must be reported immediately.

Strategies to prevent cyber bullying
The following strategies are in place at GRC Penshurst Girls Campus to effectively teach the skills and understandings that will lead to eliminate cyber bullying behaviours:

- Foster an inclusive school culture and ethos that supports all students and values the diversity of the student, staff and community population including culture, ethnicity, gender, sexual orientation, physical ability and economic status.
- Embed teaching and learning experiences that promote positive peer relations, social skills and resiliency across the curriculum: Year 7-9 PDHPE, ICT units in Years 7-10.
- Utilise units of work for middle schools across key curriculum areas: I am what I post- emerging online leaders; Managing online safety.
• Reinforce a playground code of behaviour, develop skills for social interaction and provide safe places for students.
• Maintain student welfare systems that enable all students to feel safe and feel valued: Peer Support, Peer Mediation, Year meetings, school counselling programs, pastoral care camps and excursions.

**Strategies to deal with cyber bullying**

**STUDENTS** should:
• Do not respond online to the bully
• Try to block or delete the messages through the internet or mobile phone
• Save the evidence and report the abuse to an adult at school: teacher, Year Advisor, Head Teacher, Deputy Principal

**PARENTS** should:
• Reach their daughter in their own technological ‘space’
• Be open and transparent to any discussion around cyber bullying and listen to child’s concerns
• Notify the school if they observe changed behaviours in their daughter or have concerns about cyber bullying

**TEACHERS** should:
• Set classroom rules for laptop and internet use
• Be observant of student changed behaviours
• With evidence presented by the student do not delete or download, save, confiscate and refer to senior management
• Record on RISC database

**DEPUTY PRINCIPAL/ PRINCIPAL** should:
• Fully investigate the incident
• Contact parents
• Implement school disciplinary and / or suspension procedures
• Involve School Counsellor

(OR)
• Contact Police
• Advise the Safety and Security Unit
• Contact parents
• Implement disciplinary procedures
• Involve school counsellor
• Students and parents are made aware of the DET appeal procedures

**Monitoring and Evaluation**

Georges River College Penshurst Girls Campus’ Anti-bullying and Cyber bullying Plans are to be reviewed regularly by identifying indicators to assess the effectiveness of strategies, programs and procedures. Patterns of student behaviour will continue to be monitored through RISC. Bullying, cyber bullying and safety issues will be reviewed by analysing appropriate data collected through surveys and observations.

Reviewed 2013