



THE GLENLEIGHDEN
SCHOOL

ANTI-BULLYING POLICY

March 2007

ZERO TOLERANCE POLICY

This organisation will NOT tolerate bullying
nor retaliation against those who report bullying.

We CAN do something about it.

We take bullying complaints seriously.

All reported incidents will be investigated thoroughly.

This policy document is based on Independent Schools Queensland's *Policies and Procedures Handbook April 2006* to assist its member schools in formulating appropriate school policies on anti-bullying.



CHI.L.D. / Glenleighden

ANTI-BULLYING POLICY



Purpose of this policy

The Glenleighden School community is committed to caring for the well being of students. CHI.L.D. / Glenleighden aims to create a nurturing environment in which all children feel safe, valued and supported.

Scope

This policy applies to all students enrolled at The Glenleighden School. **This policy must be read in conjunction with CHI.L.D. / Glenleighden *Child Protection Policy, Prevention of Workplace Harassment Policy, and the Anti Discrimination Policy.***

References

CHI.L.D. / Glenleighden Child Protection Policy March 2005
CHI.L.D. / Glenleighden Prevention of Workplace Harassment Policy (updated) March 2007
CHI.L.D. / Glenleighden Anti- Discrimination Policy 2002
Calm Solutions 2004
Independent Schools Queensland's Handbook of Policies and Procedures April 2006
Brisbane Grammar School –Bullying Policy
Park Ridge State School – Anti-Bullying Policy
St Joseph's Nudgee College – Policy on Bullying
Calm Solutions 2004
Anti-Discrimination Act 1991

Ethical statement

Members of The Glenleighden School community have the right to be free from bullying. CHI.L.D. / Glenleighden is committed to a duty of care to the students of The Glenleighden School to ensure that they are free from physical and psychological harm.

The policy statement

The anti-bullying policy seeks to implement proactive practices through education, cooperation and consultation, endeavouring to empower individuals to function comfortably and effectively within the school and the wider community. It seeks to build and reinforce attitudes conducive to developing respect for all individuals and allowing all individuals to reach their potential in a supportive and non-threatening environment.

Definition of bullying

Bullying refers to **repeated**, inappropriate or unreasonable behaviour which is directed toward another person or group of people and creates a risk to their health and safety. If the behaviour is unwelcomed and unsolicited, and offends, intimates, humiliates, or threatens the person, it may constitute bullying.

Forms of bullying

Physical Bullying

- Hitting, kicking, punching
- Pushing, shoving, spitting
- Taking or deliberately damaging something which belongs to someone else
- Forcing others to hand over food, money or something which belongs to them
- Any other action causing the victim physical pain

Verbal Bullying

- Name calling
- Teasing
- Threatening
- Offensive language
- Spreading of rumours
- Using words that suggest stupidity or physical problems
- Mocking
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Laughing at someone's mistakes
- Using unwelcome nicknames

Gesture Bullying

- Making rude gestures to intimidate or embarrass

Indirect Bullying

- Making someone do something they don't want to
- Excluding others from a game or group
- Ignoring
- Alienating

What is not bullying?

Single incidents

- While bullying involves repeated behaviour, a single bullying incident can be distressing for the individual and can still cause injury. Students are encouraged to report any incident of concern to allow preventative action to be taken if necessary.

Difficulties arising from developmental profiles

- Some students may have difficulties in their understanding of cause and effect in social interactions by nature of their developmental disability. Because of this, conflicts and problems may arise that are perceived to be bullying but are not, and are best understood in terms of developmental support needs.

Rights and responsibilities

Basic beliefs of CHI.L.D. / Glenleighden Anti-Bullying Policy underlying the strategies employed are:

1. Every individual has value in a community.
2. Every individual has the right to feel safe from bullying or harassment in all its forms.
3. Every conflict can be resolved. Victims and bullies both need help to solve conflict.
4. A 'No-Blame' approach is the most effective means of dealing with conflict resolution.

5. Every individual in a community is responsible for the safety of other individuals in that community.
6. Every individual in a community is responsible for ensuring that other individuals in that community can reach their potential in a supportive and non-threatening environment.
7. School and parents work collaboratively.

Strategies for prevention

The Glenleighden School community has the responsibility to proactively prevent bullying.

Staff responsibilities:

- Model appropriate behaviours at all times;
- Establish expectations at the start of the year and communicate these with parents;
- Teach skills and strategies necessary to deal with bullying;
- Reinforce the skills and strategies necessary to deal with bullying, through the school's social and emotional curriculum;
- Monitor for signs of bullying behaviour;
- Actively respond to reported and observed incidents of bullying;
- Written record of incident/s;
- Proactive supervision; and
- Review and evaluate processes.

Student responsibilities:

- Tell staff if they are being bullied or if they see someone else being bullied (this is reporting abuse; this is not "dobbing");
- Help someone who is being bullied; and
- Work and play without threatening or bullying others (*speaking to please and not to tease and hands are for helping not for hurting*).

Parent responsibilities:

- Model appropriate behaviours;
- Watch for signs that their child may be being bullied or could be a bully;
- Instruct their children to tell staff if they are being bullied;
- Reinforce appropriate behaviours with their children;
- Be aware of the supportive culture of CHI.L.D. / Glenleighden and its *Anti-Bullying Policy*;
- Encourage your child not to retaliate; and
- Be willing to work with the school if their child is involved in incidents of bullying whether as a victim or bully.

Support for students (victim and bully)

A range of options is available, including social skills training, social problem solving, training in conflict resolution, counselling, and restitution. The school psychologist is integral to working with teams across all levels of the school.

Reporting of bullying and Investigation Procedures

It is essential that all forms of bullying be reported and that reports of bullying will be investigated and dealt with on a confidential basis. A formal protocol is followed by the staff at The Glenleighden School in response to a report of bullying.