Anti-Bullying Policy

Introduction

The Headmaster, all members of the School Executive and all staff are committed to providing the boys of Toowoomba Grammar School with a safe, secure and nurturing environment in both the day school and boarding school, and in all activities in which the School participates.

We acknowledge that every member of the school community has the right to experience respectful and positive relationships in a pleasant, safe and supportive environment. Bullying and harassment in any form in relation to any member of the school community does not align with the behavioural expectations of our School.

Bullying is not simply "part of growing up". It can have serious effects on a young person's physical and mental health, their school performance, as well as having negative effects on their families and the broader community (headspace.org.au).

For the reasons outlined above this policy seeks to:

1. Define bullying
2. Declare the rights of all individuals within our School community
3. State the responsibilities of those involved seeking to prevent bullying
4. Outline the School's bullying prevention measures
5. Outline how the School will deal with cases of bullying

The effectiveness of the School's prevention programs and the way in which bullying issues are dealt with will be measured through the collection and analysis of data about bullying at the School.

Sponsor[1]

The sponsor of this document is the Headmaster.

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[1] The term "sponsor" is used with the intent of identifying positions to assist in developing and amending respective policies. It is not intended to imply any other legal responsibility.

Definitions

Bullying - *Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying*. (National Safe Schools Framework)

Bullying is a repeated verbal, physical, or social behaviour directed towards another person by one or more individuals over time. Typically, this involves one person or a group of people exerting their power over others who are less powerful. For example, the bully may be stronger, have others to "back them up" or they may be socially manipulative. (Headspace)

Bullying involves a desire to hurt, a hurtful action, a power imbalance, typically repetition, an unjust use of power, evident enjoyment by the aggressor and a sense of being oppressed on the part of the victim. (Rigby, 2003)

Bullying can happen anywhere like at school, in parks, on your way to school or in other places used by the school. It can even happen in places away from school and outside of school hours, like in online, via SMS, Facebook or email. (Lawstuff)

Cyberbullying - *Cyberbullying is a term used to describe bullying that is carried out through internet or mobile phone technologies. It is often combined with offline bullying. It may include a combination of behaviours such as pranking (ie hang-up calls), sending insulting text messages, publishing someone's private information, creating hate sites, or implementing social exclusion campaigns in social networking sites. It is also cyberbullying when a student uses technology to run a multi-step campaign to bully another student (eg setting another student up to be assaulted, video recording their humiliation, posting the video-recording online and then sending the website address to others)*. (Student Wellbeing Hub)

Covert Bullying - *Covert bullying is a subtle type of non-physical bullying which usually isn't easily seen by others and is conducted out of sight of, and often unacknowledged by, adults. Covert bullying behaviours mostly inflict harm by damaging another's social reputation, peer relationships and self-esteem. Covert bullying can be carried out in a range of ways such as spreading rumours, conducting a malicious social exclusion campaign, or through the use of internet or mobile phone technologies*. (Bullying No Way)

Upstander - *A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.* (Oxford Dictionary)

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Our Commitment

Toowoomba Grammar School:

- Acknowledges the right for all members of the school community to feel safe and be safe at school;
- Strives to ensure all students are able to learn, work and reside in an environment where they feel safe and are free from bullying and violence;
- Seeks every opportunity to encourage school staff, parents and students to work together to develop the knowledge, understanding and skills that support learning, positive behaviour and constructive social relationships;
- Implements policies and strategies guided by current research on effective approaches to the prevention of bullying and violence;
- Uses our role in the community to raise awareness that bullying of and violence toward children and young people are issues for the whole community and require a community response;
- Encourage the active participation of all school community members in developing and maintaining a safe school community where diversity is valued; and
- Fulfils the School's child protection responsibilities.

Responsibilities

Students, staff and parents have the responsibility
to:
- Abstain from bullying others in any way;
- Intervene when bullying is occurring;
- Report any bullying incidents of which they are aware; and
- Be familiar with and help promote the School's anti-bullying policy and procedures.

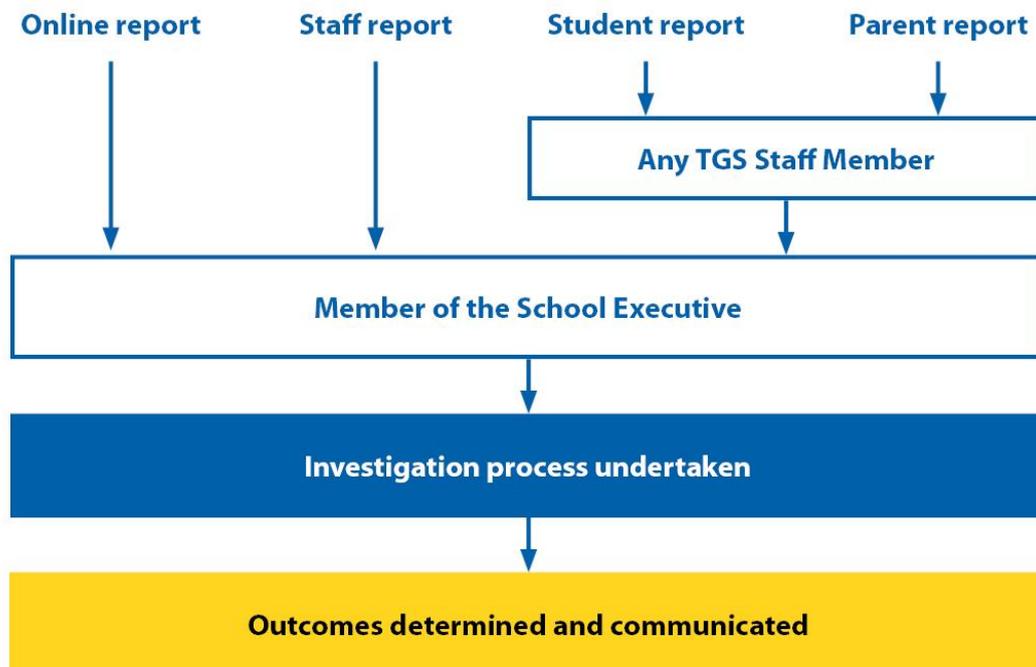## Bullying Prevention

At Toowoomba Grammar School we:
- Have a whole school anti-bullying policy;
- Provide specific anti-bullying curriculum in Personal Development lessons and mentor group programs;
- Embed bullying topics in other curriculum areas;
- Provide specific programs to promote pro-social behaviour;
- Use camps, sport, outdoor education and other co-curricular activities to promote pro-social behaviours;
- Raise awareness of bullying through newsletter articles, guest speakers and performers, parent information evenings, assemblies, in House meetings and the classroom;

- Identify specific bullying behaviours and locations through school-wide bullying surveys;
- Provide an appropriate level of supervision during breaks ensuring high visibility of duty staff;
- Promote connectedness to the School through the fostering of school pride and recognition of the School's positive traditions;
- Provide staff training on bullying issues:
    - via induction; and
    - each year to all staff;
- Promote a culture of "upstanding" whereby students are encouraged to:
    - intervene to support the person being bullied to find a safe space; and
    - report bullying to staff (P - 12) or via the Online Bullying Notification form (7 – 12) which can be found on the Student Moodle page;
- Keep abreast of current research and best practice on bullying and harassment.

Investigation of Alleged Bullying

Reporting and investigation of alleged bullying

Any member of the Toowoomba Grammar School community is encouraged to report any suspected instances of bullying to any member of staff or via the online form. All reports will be referred to a member of the School Executive who will oversee the investigation and facilitate an appropriate intervention.

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Supporting students who are involved (including the bullied, bully, upstander and bystander)

a.   Confidentiality and respect for all parties

Often students or parents are reluctant to report bullying because they fear reprisals or escalation. Any process the School uses to investigate potential bullying will be conducted in a manner to respect the wellbeing of all parties involved.

b.   Strong sanctions

The School takes all matters relating to bullying very seriously and will take the necessary and appropriate action. A range of consequences, as described in the Behaviour Management section of the relevant school handbooks, will be applied accordingly.

c.   Counselling and Mediation

Mediation and/or one-on-one counselling is offered to students and/or parents as part of the outcomes of an investigation. The format of these sessions must take into account the nature of the incident, including the relative power-imbalance that has been seen to exist. The Senior or Junior School Counsellor may be included when mediation or counselling is desired.

d.   Use of online resources and external agencies

The following additional online resources may be useful to support boys and their families as they deal with a bullying incident:

Kids Helpline	www.kidshelp.com.au
National Centre Against Bullying	www.ncab.org.au
Bullying. No Way!	www.bullyingnoway.com.au
Beyondblue	www.beyondblue.com.au
Reachout	www.au.reachout.com

Collection and Analysis of Data

Bullying data is collected through:
1. Senior School Student Bullying Survey;
2. Junior School Student Bullying Survey;
3. Reports in Prefect and Student Representative Committee meetings;
4. Interactions between staff and students;
5. Student wellbeing, discussed at weekly Executive meetings.

Data from these surveys is collected at least once a year, is analysed and acted upon by the School Executive.

To ensure this Policy stays responsive to changing social or technological environments, its measures will be reviewed annually.

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Resources

Bullyingnoway (2018). Retrieved from
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Headspace (2018). Retrieved from https://headspace.org.au/friends-and-family/understanding-bullying-for-family-and-friends/

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Ministerial Council on Education, Early Childhood Development and Youth Affairs (2011). National Safe Schools Framework. Retrieved from
https://docs.education.gov.au/system/files/doc/other/national_safe_schools_framework.pdf

National Centre Against Bullying (2018). Retrieved from https://www.ncab.org.au/

Queensland Declaration against Bullying and Violence (2018). Queensland Schools Alliance Against Violence. Retrieved from
https://795666067122989327.weebly.com/uploads/1/8/3/6/18368005/declaration_.pdf

Reachout (2018). Retrieved from https://au.reachout.com/

Rigby, K. (2003). Stop the bullying: a handbook for schools.

Student Wellbeing Hub (2017), Australian Government Department of Education and Training. Retrieved from https://www.aitsl.edu.au/docs/default-source/research-evidence/spotlight/spotlight_bullying.pdf?sfvrsn=613bf73c_6