

13. Anti-Bullying : A Positive Peer Relations Policy

The School has a well established Anti-Bullying Program and produces a comprehensive booklet which is given to all students and is available from the School's Administration. Various School initiated programs are used each term to highlight the importance of our Anti-Bullying Program.

13.1 **Rationale**

- Guildford Grammar School promotes positive peer relationships.
- Everyone has the right to feel safe and valued. Everyone has the responsibility to uphold this right.
- Guildford Grammar School does not tolerate bullying or harassment.
- All staff are committed to putting an end to acts of bullying.

13.2 **What is Bullying?**

Bullying is a product of social dynamics and can be defined as **the repeated negative actions by individuals or groups against a target individual or group, which involves an imbalance of power. It can be direct or indirect including verbal, physical, social and relational.** The impact of bullying is negative on student wellbeing and is treated seriously at this school. The school's focus is to teach students the values of respect for each other, restore relationships and ensure that the school is a safe and supportive place for everyone.

Physical violence will be treated as a behaviour management issue and will be responded to according to the School's Behaviour Management Plan.

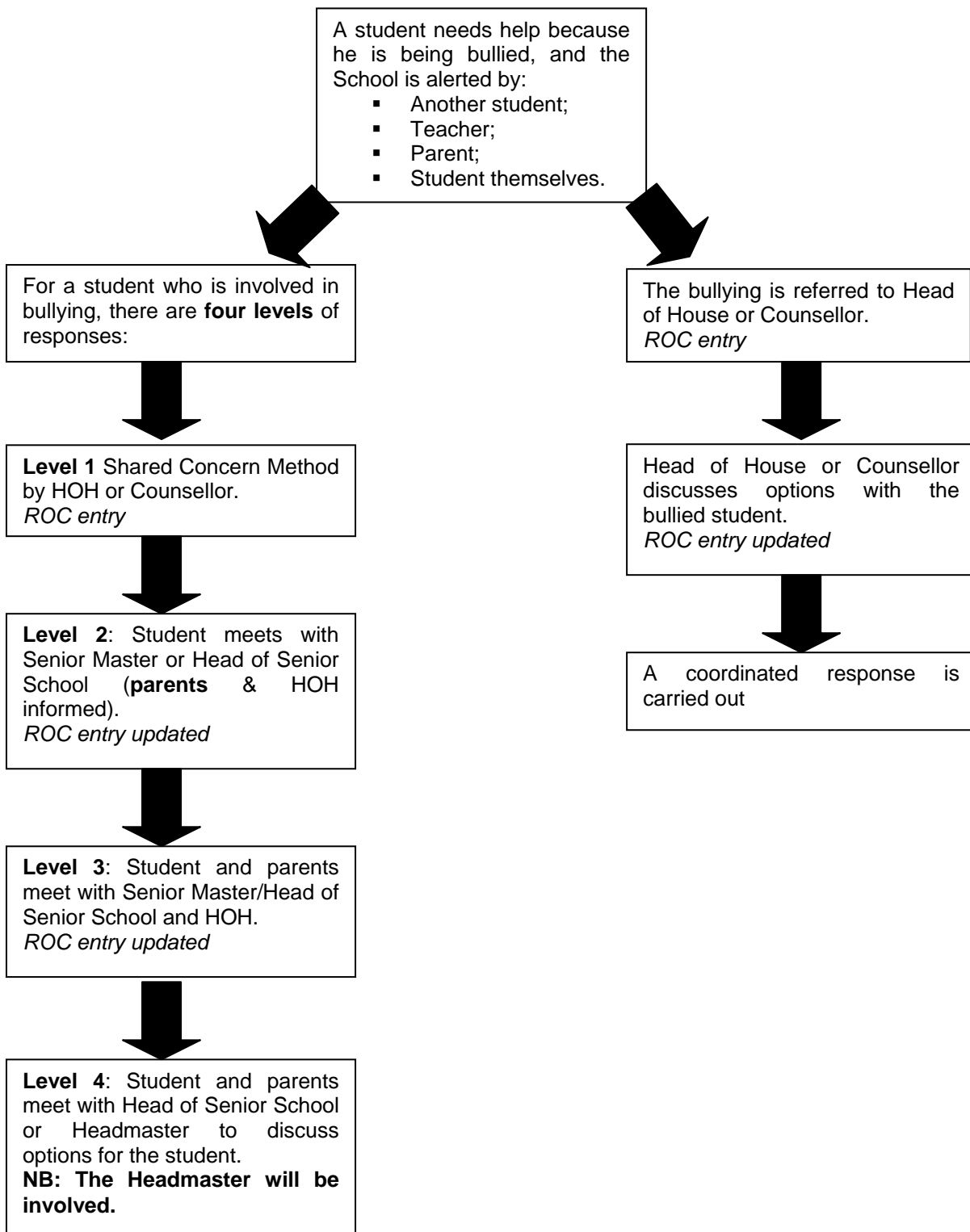
- Physical: Hitting, punching, pushing, tripping or kicking
 Taking or damaging another person's property
- Verbal: Name-calling
 Constant teasing
 Racist comments
 Sexist comments
 Demeaning, derogatory comments
 Insults of the person or a relative
- Emotional: Interference with, or damage to personal property
Excluding people from groups/games
Spreading rumours
Stalking
- Cyber Bullying: The intentional use of Technology (Email, mobile phone, SMS) to create fear or distress in another person.

13.3 **Strategy**

Everyone in the School Community is encouraged to develop and foster a caring and responsible attitude to others by:-

- accepting and adopting the School's pastoral care system
- being courteous and helpful to others
- maintaining an awareness of what bullying is
- avoiding any conduct shown in the definition of bullying
- discouraging others from bullying
- reporting incidents of bullying as shown below.

BULLYING



The procedure for dealing with incidents of bullying takes into account the following important aspects:-

- the initial action is conciliatory and non-punitive
 - it encourages an "OK to tell" atmosphere
 - the partnership of parents and School
 - consistency with developing a sense of social responsibility.
1. A staff member will record any incidents of bullying stating:-
 - the date, time and place of the incident
 - the nature of the incident
 - the students involved
 - any follow-up action
 - the name of the person making the report.

2. Students who are named frequently will be interviewed and counselled and the parents will be informed.
3. Offenders who fail to improve after this stage will be considered for suspension and ultimate expulsion.
4. A suspended student should demonstrate a marked change in attitude as a condition of being allowed to return to the School on probation.
5. Professional discretion will allow very serious cases of bullying to necessitate the omission of the stages listed above.

13.5 What the Students Can Do

Students who witness bullying, or are the subject of bullying, should not “take revenge” by bullying back, but they can do something about it. Do not observe bullying. Simply knowing that can make a difference. There is a range of choices. They can:-

- ignore the bullying and show that it does not upset them. The bully is then not encouraged and may stop.
- confront the bully and point out that the action is unwanted, illegal and against the School's policy.
- talk it over with an older, responsible student (Prep School Monitor or Captain, a Prefect or a House Prefect, a Peer Support Leader).
- talk it over with friends or parents. These people can help make a decision.
- take the problem to class (Prep School) or Mentor group meeting (Senior School). This may bring public disapproval of the bully and the bullying may stop.
- report the matter directly to the class teacher, the Mentor, the Head of House, the Halls of Residence staff, the School Chaplain or Counsellor. They can help make a plan to deal with the problem. It is important that they are allowed to take action to stop the bullying.
- go to the Deputy Headmaster, the Head of the Prep School, the Senior Master, or the Headmaster.
- Send an email to discussyouroptions@ggs.wa.edu.au for a friendly chat in confidence with the School Counsellor.

13.6 The Preparatory School

The Preparatory School implements:

- The 'Friendly Schools and Families Program': a proactive and preventative 'anti-bullying' and social skills program consisting of explicit teaching, incidental teaching and learning, and structured, shared activities designed to develop the values, ethics, morals, virtues and social skills of all students. The 'Buddy Program' is a component of 'The Friendly Schools and Families Program'.

13.7 The 'Buddy Program' Aims:

- To promote the use of a bank of commonly used social skills and strategies by all teachers and students in the School Community.
- To provide opportunities for structured interactions between older and younger children within the School, thereby promoting feelings of safety and security, a greater sense of caring for each other and an increased number of friends from different age groups.
- To promote positive professional interaction and collaboration between teachers of different year levels.

13.8 What the Parent Can Do

If a parent is aware of a student who is being bullied or who is a bully, there is also a range of options. He/she can:-

- study the options available to the student and advise the student accordingly
- inform a member of staff. Depending upon the seriousness and nature of the situation, the person to inform would be:-
 - Preparatory School:- the class teacher and/or specialist teacher
the Housemaster or Housemother
the Deputy Head of the Preparatory School
the Head of the Preparatory School
 - Senior School:- the class teacher
the Mentor
the Housemother (boarding)
the Head of Hall of Residence
the Head of House
the Counsellor
the Chaplain
the Senior Master
the Deputy Headmaster
the Headmaster
- Report the bullying to discussyouroptions@ggs.wa.edu.au