

# Tamborine Mountain State High School



# Anti-Bullying Policy 2023

# **ANTI-BULLYING POLICY**

School bullying deprives students of a safe learning environment. At Tamborine Mountain State High School, it is an issue that is taken very seriously.

Our school promotes:

- tolerance and non-violence.
- active reporting of bullying.
- support for victims.

## **POLICY**

The Department of Education's Code of Conduct states that all members of the school community:

- respect property and personal rights.
- co-operate with and support each other.
- take responsibility for a safe environment.

Tamborine Mountain State High School is committed to developing positive interpersonal relationships between members of the school community. Bullying and harassment at school are unacceptable behaviours and will not be tolerated.

## **BULLYING**

Bullying is an aggressive behaviour that relies on an abuse of power and seeks to deprive people of their rights.

- It is a deliberate, hurtful physical and/or psychological behaviour. It is committed with intent to injure, embarrass or violate.
- It is repeated intimidation - verbal, non-verbal, emotional, social or physical - conducted by an individual or group against another, resulting in the emotional disturbance of the victim.
- It is not necessarily a repetitive attack that causes distress but the threat and anxiety of future attacks.
- It is recognized that bullying can be carried out by anyone in the school community.
- It is difficult for those being bullied to defend themselves.

<b>PHYSICAL</b>	<b>VERBAL</b>	<b>SOCIAL</b>	<b>NON-VERBAL</b>
<ul style="list-style-type: none"> <li>• invading personal space</li> <li>• hitting/punching/choking/pinching</li> <li>• taking and throwing property</li> <li>• taking and hiding property</li> <li>• borrowing property without permission</li> <li>• tripping/kicking</li> <li>• grabbing</li> <li>• pushing/jostling</li> <li>• unwelcome touching</li> </ul>	<ul style="list-style-type: none"> <li>• name calling</li> <li>• threats</li> <li>• abuse</li> <li>• unwanted requests</li> <li>• suggestive or unwanted comments</li> <li>• obscene or vulgar language</li> <li>• teasing/taunting</li> <li>• intimidation</li> <li>• creating/communicating rumours</li> </ul>	<ul style="list-style-type: none"> <li>• talking about others</li> <li>• writing notes about others</li> <li>• use of the internet, social media or e-mail to spread misinformation, and rumour or to threaten</li> <li>• deliberately ignoring</li> <li>• rejecting</li> <li>• ostracising</li> <li>• instilling fear</li> <li>• isolating</li> <li>• negative comments about family</li> </ul>	<ul style="list-style-type: none"> <li>• threatening body language</li> <li>• hand or body gestures</li> <li>• exclusion</li> <li>• facial expressions</li> <li>• glares/stares</li> </ul>

## **HARASSMENT**

Harassment is any unwelcome attention that is offensive, humiliating or intimidating. It is designed to make the person feel embarrassed, frightened, hurt or uncomfortable because of a comment or action.

Harassing behaviours are directed toward someone on the basis of differences such as gender, racial background, religious or cultural beliefs, sexual orientation, ability and disability, appearance and socioeconomic status.

## **REPORTING**

It is important to remember that all bullying and harassment needs to be reported. This is not “dobbing” but rather reporting abuse.

Students wishing to report an incident can report directly to any staff member or any member of the school’s Administration team. Options include interview, telephone contact, email contact, letter and parental referral.

Assistance is available through contact with:

- Form Teacher.
- Friends/peer supporters.
- Student Support Leader.
- School Based Health Nurse.
- Chaplain.

- Guidance Officer.
- Clinical Social Worker.
- Headspace Psychologist.
- School Administration.

## **INTERVENTION PROCESS**

The school has specific intervention practices. All reports of bullying are taken seriously. They are investigated in a timely and reasonable manner. Appropriate action to protect the well being of all students will be undertaken.

### **Communication**

- Promotion of self responsibility for all members of the school community.
- Published Student Code of Conduct.
- Interview with identified student/s.
- Clear communication of consequences for unacceptable behaviour.
- Peer mediation.
- Parent contact (phone, email).
- Documentation.

### **Intervention**

- Further interview with alleged bullies.
- Monitoring.
- Support and protection of victims.
- Peer mediation.
- Conflict, resolution.
- Parent contact (interview, phone, email).
- Further counselling (Guidance Officer, School Based Health Nurse, Chaplain, Clinical Social Worker, Psychologist).

### **Cyber-bullying**

Students are connected constantly to their peer group through the use of technology.

Technology forms such as email, text, chat rooms, MSN, mobile phones, camera phones, Facebook, Instagram, Snapchat and You Tube are immediate. These technologies may be used for repeated hostile communication. The communication can be forwarded widely and quickly. The identity of the perpetrator may also be hidden.

This form of bullying is far-reaching and has significant impact on families.

Cyber-bullying, like other bullying forms, is not tolerated at Tamborine Mountain State High School.

Suggested strategies:

- Supervise students' use of technology.
- Report incidents to the police.
- Ensure the "messages" are reproducible as evidence.
- Do not respond via any communication mode.
- Inform perpetrator's guardians.
- Inform the school.

### **Consequences for Bullying**

- Official warning.
- Parent/caregiver notification.
- Separation.
- Internal school suspension.
- 1-5 Saturday detention.
- 6-20 days external suspension.
- Alternate programs.
- Behaviour plan.
- Conferencing.
- Referral to other agencies and providers.
- Contracts with students.
- Regional Office intervention.
- Exclusion.