

## The Armidale School

### Student Bullying and Harassment

#### Bullying

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied and bystanders.

Bullying can take many forms including:

- ✓ physical bullying
- ✓ psychological bullying
- ✓ indirect bullying
- ✓ cyber bullying.

#### Harassment

Harassment is behaviour that targets an individual or group for an impermissible reason: identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age, ability or disability. Harassment offends, intimidates or creates a hostile environment but need not be an ongoing pattern or repeated behaviour. Harassment can be unintentional. Harassment is different from bullying in that it is a form of discrimination and is unlawful and may result in legal action being taken.

#### Our Commitment to Prevention of Bullying and Harassment

We recognise our duty to provide a safe and positive learning environment for students where individual differences and diversity within the community are respected and accepted.

Bullying and harassment are not tolerated. It is our policy that:

- ✓ we create a 'no bullying' culture within our community
- ✓ bullying be managed through a 'whole of community' approach involving students, staff and parents/carers
- ✓ bullying prevention strategies be implemented on a continuous basis with a focus on teaching age appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately
- ✓ bullying response strategies be tailored to the circumstances of each incident
- ✓ staff establish positive role models emphasising our 'no bullying' culture
- ✓ bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

#### Reporting Concerns about Bullying or Harassment

A key part of our bullying and harassment prevention and intervention strategy is to encourage early reporting of bullying or harassment incidents as well as providing assurance to students who suffer any incidents that we do not tolerate bullying and harassment.

Bullying or harassment incidents can be reported to the school verbally (or in writing) by informing a teacher, counsellor, your child's Advisor or Head of House, the Director of Pastoral Care, emailing [bullying@as.edu.au](mailto:bullying@as.edu.au) or the Head of School.

## Responses to Bullying

We take all bullying and harassment incidents seriously and will investigate and deal with each instance of bullying behaviour individually on its facts. Responses to claims of bullying or harassment may include counselling, follow-up strategies and/or disciplinary action in consultation with parents/carers. We maintain appropriate records of all bullying incidents and actions taken.