

TURRAMURRA

HIGH SCHOOL

Anti-Bullying Policy - Turramurra High School

Introduction

Turramurra High School is committed to providing a safe and inclusive learning environment for all students. Bullying in any form is unacceptable and will not be tolerated. This policy outlines the school's approach to preventing and addressing bullying behavior, as well as the roles and responsibilities of students, staff, and parents in creating a positive school culture.

What is Bullying?

Bullying is defined as any repeated and deliberate behavior that intends to cause harm, distress, or intimidation towards an individual or group. This behavior can be physical, verbal, social, or cyber in nature and may include actions such as teasing, exclusion, spreading rumors, harassment, or online bullying.

Prevention Strategies

Turramurra High School employs various strategies to prevent bullying and promote a respectful and inclusive school environment:

- **Education and Awareness:** Regular educational programs, assemblies, and classroom discussions are conducted to raise awareness about bullying, its impact, and strategies for prevention. E.g. Mana time, Wellbeing days, Consent Hubs.
- **Positive School Culture:** The school fosters a positive school culture where respect, empathy, and kindness are valued. Students are encouraged to celebrate diversity and embrace differences. E.g. Wear it Purple Day, White Ribbon Day, NAIDOC week.
- **Clear Policies and Procedures:** The school maintains clear policies and procedures outlining what constitutes bullying behavior, the consequences for engaging in such behavior, and the reporting process for victims or witnesses of bullying incidents. E.g. reporting, Restorative Plans, Wellbeing and Learning Plans.
- **Supportive Environment:** Students are encouraged to report bullying incidents to trusted staff members or through anonymous reporting channels. The school provides support services, including counseling and peer mediation, for students who have been affected by bullying. E.g. SSO support, Year Advisers.

Roles and Responsibilities

Students:

- Treat others with respect and kindness.
- Speak up against bullying behavior and report incidents to a teacher or other staff member.
- Support peers who may be experiencing bullying and seek help when needed.
- Maintain E-Safety with peers in line with the Australian Government E-Safety commission.
- Uphold the core values of the school and treat others with the respect they wish to be treated with.

Teachers and Staff:

- Remain vigilant and proactive in identifying and addressing bullying behavior.
- Provide a safe and inclusive environment for all both inside and outside of the classroom.

- Intervene promptly and effectively in bullying incidents, providing support to all parties involved.
- Incorporate anti-bullying education into the curriculum and promote positive behavior among students.
- Implement wellbeing programs that target relationship building and anti-bullying messages
- Utilise restorative practices where possible and build student capacity to mend relationships in the school.

Parents and Guardians:

- Maintain open communication with their children about their experiences at school and any concerns related to bullying.
- Support the school's anti-bullying policies and collaborate with staff to address incidents involving their child.
- Encourage positive behavior and empathy at home, setting a positive example for their children.

Reporting and Investigation

Students, staff, and parents are encouraged to report any incidents of bullying promptly to a teacher, counselor, or school administrator. Reports can be made anonymously, and all reports will be taken seriously and investigated thoroughly. The school will take appropriate action against individuals found to have engaged in bullying behavior, in accordance with school policies and procedures.

Support and Intervention

Turrumurra High School provides support services for students who have been affected by bullying, including counseling, peer mediation, and referral to external support agencies if necessary. Additionally, interventions such as restorative practices may be implemented to repair harm, promote understanding, and prevent future incidents of bullying.

Review and Evaluation

This policy will be reviewed regularly to ensure its effectiveness in preventing and addressing bullying behavior. Feedback from students, staff, parents, and relevant stakeholders will be considered in the review process, and any necessary revisions will be made to enhance the school's anti-bullying efforts.

Turrumurra High School is committed to creating a safe, respectful, and inclusive learning environment where all students can thrive. By working together and upholding the principles outlined in this policy, we can prevent bullying and promote a culture of kindness, empathy, and mutual respect within our school community.

NSW Anti-Bullying resources:

[Parents and carers Anti-Bullying Information:](#)

[Student Behaviour:](#)