



## ANTI BULLYING POLICY

*“promoting a holistic sense of wellbeing”*

**Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by any individual or group towards one or more persons. Cyber bullying refers to bullying through communication technologies.**

At Mosman High School every person has a right to feel safe and respected. Any person who bullies another is denying them that right. The school will not tolerate any action that undermines a person's right to a safe learning environment free from violence, harassment and bullying. Mosman High School is committed to promoting wellbeing in a culture where students can connect, succeed and thrive. The school has a range of policies and practices for preventing and responding to student bullying.

***Everyone at Mosman High School has the right to be treated with respect. Acceptance of diversity is highly valued at MHS.***

### WHAT WE DO AT MOSMAN HIGH SCHOOL

As a school community we will not allow cases of bullying to go unreported.

#### An anti bullying climate is supported by:

- **Provision of opportunities to cater for each child's skills, talents, abilities and/or interests.**
  - a. Staff teach and model appropriate behaviour and communication styles
  - b. Teachers acknowledge and respond to issues of bullying through a comprehensive curriculum
  - c. Teachers are proactive in applying the wellbeing framework ie protective and prevention strategies that allow students to connect, succeed and thrive
- **All staff praising and acknowledging students for safe, caring behaviour.**

The school acknowledges, reinforces and celebrates examples of positive student behaviour
- **Promotion of programs that foster positive behaviour and caring relations that promote a safe environment and wellbeing.**

### **This requires staff to:**

- ✓ Be role models in demonstrating care, compassion and positive relationships
- ✓ Be observant of signs of distress or suspected incidents of bullying and apply protective and preventive measures as outlined on the school anti bullying action plan. Thus working towards a timely solution
- ✓ Remove opportunities for bullying by active patrolling during supervision duty
- ✓ Be informed by the school's action plan and respond in a timely manner
- ✓ Respect and support students by taking protection and prevention measures as part of early intervention strategies
- ✓ Report suspected incidents to the Year Advisor, Stage HT or Deputy Principal or Principal as required in the action plan

### **This requires students to:**

- ✓ Take some form of preventative action if possible ie record, report and delete inappropriate communication on a mobile phone
- ✓ Report the incident and help break down the code of secrecy
- ✓ Understand a student's role in fostering caring relationships in a school community to promote the protection of all students' rights

### **Parents need to:**

- ✓ Watch for signs of distress in their child. eg, unwillingness to attend school, missing equipment, damaged clothes or bruising
- ✓ Advise the child to tell a staff member about the incident
- ✓ Inform the school if bullying is suspected
- ✓ Do not encourage retaliation
- ✓ Have a conversation with your child to indicate that parental involvement could be appropriate
- ✓ Be willing to attend interviews at the school

### **School Action on students who bully – ANTI BULLYING PLAN**

- ✓ Mediation with the victim (as appropriate) and consideration of the consequences of their actions for the victim. Using the Active Bystander Model and/or the Vikas Shared Concern model (Rigby 2002) to develop understandings for the bully and the victim. Design, implement and communicate the school anti bullying plan
- ✓ Recording the incident on Sentral (school database) to monitor patterns of bullying behavior and to follow up and respond using the school's anti bullying plan
- ✓ Serious incidents of bullying will lead to implementation of the DEC "Suspension and Expulsion of School Students – Procedures"

***By working together Mosman High staff, students and parents can create  
a safe secure and happy environment***

## PROCEDURES FOR STUDENTS

These procedures are to be reinforced and communicated (school leaders, teachers) through for example, classroom/playground posters.

### If you feel you are a victim of bullying:

1. Tell a teacher or another adult at school that you trust



2. Tell your family

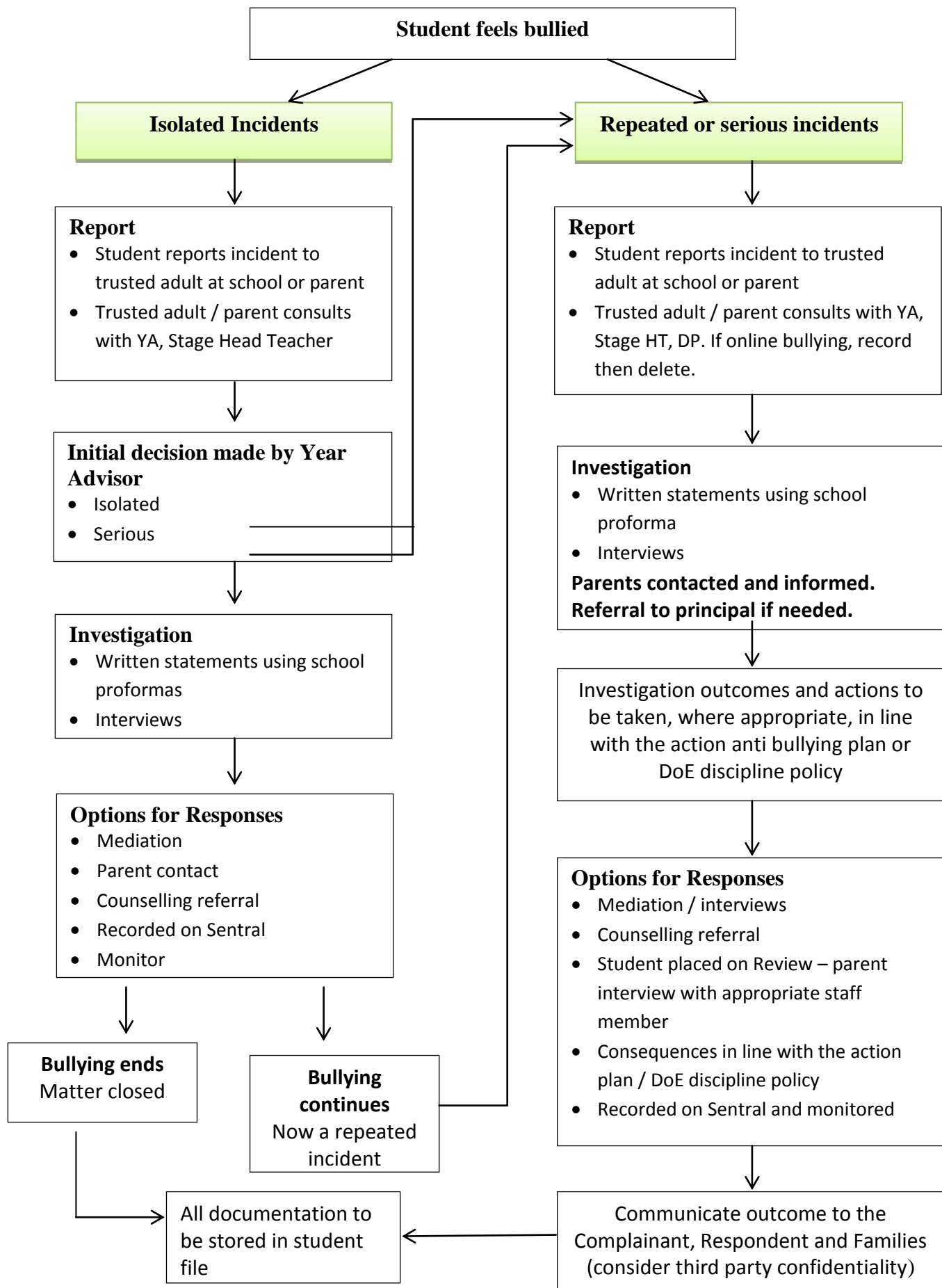


3. Take a friend with you if you are worried to tell someone by yourself



4. Don't blame yourself for what has happened

## Student Anti Bullying Flowchart





## ALLEGED BULLYING INITIAL REPORT

Name of Student : ..... Reporting Teacher:.....  
 Class/Year:..... Date/Time of Incident:.....

Names of Alleged Bullies:

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Where did the incident occur? Please circle:

On bus transport   In playground   In classroom   Outside school   Other:.....

Who reported the alleged incident? Please circle:

The alleged victim(s)	Other student(s)	Parent/Carer	Member of staff	Member of wider community	Other:
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Identify the nature of the alleged bullying incident. Please circle:

Written – notes, letters, writing on book, graffiti, written threats, ridicule through drawings. Other:
Social – lying, spreading rumours, playing a nasty joke, mimicking and deliberate exclusions. Other:
Verbal – name calling, insults, threats, severe sarcasm, abusive comments, racist remarks. Other:
Physical – pushing, shoving, fighting, tripping, hitting, poking, spitting. Other:
Cyber – email, phone call, text, chat room, social networking site. Other:
Psychological – intimidation, manipulation, stalking. Other:
Theft/Damage to property – bag, clothes, money, property, books. Other:
Bystander – encouraging others to bully or witness without taking affirmative action.
Briefly outline what occurred in the alleged incident:
Witnesses: (names only)

Action taken by teacher:

Gave this completed form to Year Advisor	Spoke to Year Advisor	Other:
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Teacher's Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## ALLEGED BULLYING/ CO-ORDINATOR ANALYSIS

Name of student:..... Reporting teacher:.....

Class/Year:..... Date/Time of incident:.....

Names of Alleged

Bullies:.....  
.....  
.....

Further information to be added to initial report from teacher:

Is there evidence that this behavior is deliberate or planned?

According to the alleged victim, has he/she experienced other or repeated incidences or bullying from the alleged perpetrator? (If yes, please give dates, who was involved, outcomes, etc.)

Witness statements/information – what do they perceive has happened?

What is required to resolve this situation now and in the future?

Indicate the investigative procedures carried out. Please circle:

Interviewed student(s) involved	Contacted parent of victim(s)	Contacted parents of Alleged perpetrator(s)	Other:
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After investigation, was the allegation of bullying substantiated?

**YES/NO**

If YES, please sign below and place a copy of this Analysis Tool into student(s) file, make an ALERT on the student(s) profile in Sentral and refer the incident to the Deputy Principal for further action.

If NO, please sign below and place a copy of this form into student(s) file, make an ALERT on the student(s) profile and refer to our school's Wellbeing and Anti Bullying Policies for further action.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_