



## **Anti-bullying and Intervention Policy**

**POLICY OWNER: Principal**  
**APPROVED BY: SLT**  
**REVIEW DATE: October 2025**

## 1. Rationale

Hume Anglican Grammar is committed to providing a safe and caring environment in order to develop students' self-esteem and personal growth, and to optimise learning experiences and outcomes. We believe that all students are entitled to a positive, innovative and challenging educational experience.

We endeavour to promote the rights of everyone to be treated with respect and feel safe at all times. We have **zero tolerance of child abuse**.

Bullying in any form is not acceptable and is not tolerated.

## 2. Definitions

### 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** involves physical actions such as hitting, pushing, obstructing or being used to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- Psychological** when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.
- Indirect** when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- Cyber** the ongoing abuse of power to threaten or harm another person using technology. Cyberbullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

### Racism

an aspect of psychological bullying, racism includes prejudice, discrimination, or antagonism towards someone on the basis of identity within a racial or ethnic group.

### What bullying isn't

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

- Mutual conflict** which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation.
- One-off acts** (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

These actions can cause great distress. However, they're not examples of bullying unless someone is deliberately and repeatedly doing them over a period of time.

### **3. Signs of Bullying**

Major behavioural changes in a student may indicate bullying. Such behavioural changes may include:

- crying at night and having nightmares
- refusing to talk when asked "What's wrong?"
- having unexplained bruises, cuts or scratches
- an unwillingness or refusal to go to school
- feeling ill in the mornings
- a decline in quality of schoolwork
- becoming withdrawn and lacking confidence
- beginning to bully siblings
- acting unreasonably.

Parents are encouraged to recognise signs of bullying and notify the School through a trusted staff member immediately (such as a class teacher or counsellor), if they suspect their child is a victim of bullying.

### **4. Hume Anglican Grammar Policy**

Hume Anglican Grammar recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the School is respected and accepted.

Bullying is not tolerated at Hume Anglican Grammar.

It is our policy that:

- bullying is managed through a 'whole-of-School community' approach involving students, staff and parents
- bullying prevention strategies are implemented within the School on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, students and parents to recognise bullying and respond appropriately
- bullying response strategies are 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.

### **5. Bullying Prevention Strategies**

Hume Anglican Grammar recognises that the implementation of whole-School prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no-bullying' culture within the School:

- a structured curriculum and peer group support system, that provides age-appropriate information and skills relating to bullying (including cyberbullying) and bullying prevention, to students over the course of the academic year
- education, training and professional development of staff in bullying prevention and response strategies
- regular provision of information to parents, to raise awareness of bullying as a School community issue to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying directly with the School
- promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students and parents
- promotion of responsible bystander behaviour amongst students, staff and parents
- reporting of incidents of alleged bullying by students, bystanders, parents and staff are encouraged

- regular risk assessments of bullying within the School are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff
- records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate
- statements supporting bullying prevention are included in student communication
- education of staff, students and parents on health conditions to promote understanding and to reduce stigma and fear
- anti-bullying posters are displayed strategically within the School
- promotion of student awareness and a 'no-bullying' environment by participating in community events, as appropriate.

Additionally, strategies to ensure that racism is identified, confronted and not tolerated at Hume Anglican Grammar include:

- educating and training students on diversity, anti-racism, anti-bullying and cultural safety as part of pastoral care programs
- promoting positive behaviours and respectful relationships
- any instances of racism within the School environment are addressed with appropriate consequences, which may include restorative, educational and/or disciplinary consequences
- a child-focused system for reporting racism and bullying and/or raising concerns or complaints.

## **6. Reporting Bullying**

Students and their parents are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse.

A key part of the School's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well as providing assurance to students who experience bullying (and parents) that:

- bullying is not tolerated within the School
- their concerns will be taken seriously
- the School has a clear strategy for dealing with bullying issues.

Bullying incidents can be advised to the School verbally (or in writing) through any of the following avenues:

- In writing via email to the relevant Homeroom teacher, wellbeing leader or Assistant Principal
- By calling the School on 8339 6900.

## **7. Responding to Bullying**

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the School:

- takes bullying incidents seriously
- provides assurance to the victim that they are not at fault and their confidentiality will be respected
- takes time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders
- takes time to understand any concerns of individuals involved
- maintains records of reported bullying incidents
- will escalate its response when dealing with persistent bullies and/or severe incidents.

Actions that may be taken when responding to bullying include:

- notification of/consultation with parents
- offering counselling to persistent bullies/victims
- implementing effective follow up strategies
- disciplinary action, at the Principal's discretion, including suspension and expulsion of persistent bullies, or in cases of severe incidents.

## **8. Staff Responsibilities**

All staff are responsible for:

- modelling appropriate behaviour at all times
- dealing with all reported and observed incidents of bullying in accordance with this Policy
- ensuring that any incident of bullying that they observe or is reported to them, is recorded appropriately
- maintaining vigilance in monitoring students who have been identified as either persistent bullies or victims
- acknowledging the right of parents to speak with the School if they believe their child is being bullied.

## **9. Signage**

Anti-bullying posters may be posted in strategic locations in the School to promote appropriate behaviour and encourage students to respect individual differences and diversity.

## **10. Implementation**

This Policy is implemented through a combination of:

- staff training
- student and parent/carer education and information
- effective incident reporting and recording procedures
- effective management of bullying incidents when reported
- the creation of a 'no-bullying' culture within the School community
- effective record keeping procedures
- initiation of corrective actions where necessary.

## **11. Related Documents**

- Behaviour for Learning Guidelines
- Duty of Care Policy
- Information and Communication Technology Policy
- Social Media Policy
- Student Wellbeing Policy

## **12. Communication of this Policy**

The School will, through regular public statements and other actions and internal communications, demonstrate its commitment to anti-bullying and raise awareness of the School community's collective responsibility to ensure all children are safe.

This policy will be made publicly available on the School's website.