



Oxford Falls Grammar K- 12 Anti Bullying Policy

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Related Policies: K-12 Discipline Policy 2023

As a Christian community and with the welfare of its students of paramount importance, OFG has a zero tolerance to bullying and we will endeavour to consistently take actions to promote a school culture that disapproves of it in all its forms and through all age groups within the school community. OFG recognises and implements the Child Safe Standards. The school commits to following strategies and procedures to deal with allegations of bullying.

DEFINITIONS

Bullying:

- is the repeated and targeted oppression - psychological or physical - of a less powerful person or group by a more powerful person or group
- is an ongoing and intentional activity
- can be direct (as in hitting) or indirect (as in exclusion)
- can take many forms: physical, emotional, spiritual, psychological, social and digital (cyber-bullying)

Bullying is not:

- mutual conflict: There may be a disagreement or argument between students but not an imbalance of power.
- a single episode of nastiness or meanness, telling a joke about someone, exclusion. A “one off” act of verbal or physical aggression is not the same as bullying.
- a person expressing unpleasant thoughts or feelings regarding others
- disagreeing or making a judgement about another person (i.e. deciding not to be friends with someone or not inviting a person to an event)
- an accidental encounter (i.e. bumping into someone or hurting someone during a game).

EXAMPLES OF BULLYING BEHAVIOURS

Direct physical bullying	hitting, kicking, tripping, pinching and pushing, damaging property, unwelcome sexual touching
Direct verbal bullying	name calling, insults, teasing, threats, sexist/sexual or racist remarks, abuse
Indirect bullying	lying and spreading rumours, playing nasty ‘pranks’, anonymous harassment, mimicking, encouraging others to socially exclude someone, damaging someone’s social reputation or social acceptance, targeted graffiti, gaslighting
Cyber-bullying	any of the above delivered via a device, but also; setting up a defamatory personal website, posting inappropriate images, catfishing, unwelcome requests for inappropriate photos



RIGHTS AND RESPONSIBILITIES

Children have the right to:

- be and feel safe at school, free from bullying, intimidation or harassment
- be treated as a person with respect
- know that their property is safe
- report bullying
- expect support and an appropriate response from the school community

Children have a responsibility to:

- support the school's "bully-free" ethos
- refrain from participating in bullying behaviours
- speak out against and report bullying directed at self or others
- support students who are being bullied
- cooperate with staff enquiries into reports of bullying
- accept the outcomes of bullying investigations by staff including disciplinary actions

Parents have a responsibility to:

- support, model and promote the "bully free" school ethos and Christian culture
- be alert and sensitive to potential bullying situations with their children
- report bullying issues to the school promptly
- not seek to manage bullying situations themselves, nor interfere with the school's processes
- support bullying investigations and the school's processes and abide by the school's determinations and responses

The School has a responsibility to:

- have and make available an up-to-date Anti-Bullying Policy
- ensure members of the school community abide by the Anti-Bullying policy
- secure a culture of respect, and specific activities in classes, Mentor Time and Assemblies which promote values associated with anti-bullying
- ensure a safe and appropriate procedures are in place to deal with bullying reports
- provide restorative intervention, support and guidance to victims of bullying and for those who bully (with possible disciplinary outcomes)
- work with the parents/caregivers of victims and those who bully to resolve bullying issues, as relevant

Staff have a responsibility to:

- support, model and promote the "bully free" school ethos and Christian culture
- be alert and sensitive to potential bullying situations
- respond appropriately and immediately to reports of bullying



STRATEGIES AND PROCEDURES

If the school is notified of an incident involving the potential bullying of persons either at school or a school related activity or transport, (or an incident outside of school that impacts a student's school experience) and after enquiry is found to be a valid issue, then the school will take action.

All reports of bullying will be investigated. Depending on each situation, one staff member may be involved in the investigation of a bullying allegation, or several staff in liaison with each other. Depending on the nature of the situation and allegation, school personnel involved in this investigation may include:

JUNIOR SCHOOL	SENIOR SCHOOL
<ul style="list-style-type: none"> ● Teacher to whom the bullying was reported ● Head of Stage ● Head of Learning Support K-6 ● Dean of Students K-6 ● School counsellors ● Head of Junior School ● School Principal 	<ul style="list-style-type: none"> ● Teacher to whom the bullying was reported ● Year Advisor ● Dean of Students 7-9 or 10-12 ● School counsellors ● Head of Senior School ● School Principal

Procedure

- If bullying incident is reported to the classroom teacher or teacher on playground duty and they professionally determine it to be bullying, they are to notify the relevant Head of Stage (JS) or Year Advisor (SS)
- The teacher and/or Head of Stage (JS) or Year Advisor (SS) will ensure there is no immediate threat to any persons, and ensure their safety
- Head of Stage (JS) or Year Advisor (SS) to interview students involved (i.e. student being bullied, the alleged bully, and any other relevant persons)
- In consultation with the Dean of Students, a plan for all students involved will be actioned. Dependant on the situation and outcome, the following may be implemented:
 - parents notified
 - mediation between the identified students with aim of ending the bullying behaviours and ensuring future positive interactions and safety
 - education for the students involved around their behaviour, rights and responsibilities
 - student/s to attend session/s with the school counsellor
 - disciplinary action
 - ongoing monitoring of all parties concerned
- If the situation is particularly complex or serious, the relevant Head of School may become involved. In extreme or unresolved situations, the matter may also be referred to the School Principal.
- Further or ongoing occurrences of bullying will require a higher level of parental consultation and may involve more serious disciplinary action such as suspension or expulsion.

END DOCUMENT