



Anti - Bullying Policy & Procedure

Introduction

Aetaomah School considers bullying to be an unacceptable form of behaviour which will not be tolerated under any circumstances. We have the responsibility to foster an educational environment where there are no barriers to learning and where all students, staff, parents and visitors feel safe and valued. Parents are made aware of our anti-bullying policy at the Enrolment meeting.

A copy of this policy is published on our school website.

What is Bullying?

Bullying is when people intentionally use their power to hurt, scare or put down others. It can be done by an individual or a group. It can be carried out physically, emotionally or verbally.

This type of behaviour is UNWANTED, UNWELCOME, UNSOLICITED and is usually PERSISTENT.

As such, it undermines the rights of the individual and erodes morale. Bullying diminishes the very values that this school seeks to promote.

Examples of Bullying include:

Physical

Fighting, punching, pushing, shoving, gestures, vandalism, stealing, or invasion of personal space.

Verbal

Name calling, pay-outs, offensive language, slander, putting people down behind their back, verbal threats or taunts...

Visual

Offensive notes or materials, graffiti, some gestures and facial expressions...

Victimisation

Picking on others, stand-over tactics, threats to “get” people, where groups try to dominate others, discriminating against others because of their race, sex or religious creed...

Sexual

Commenting on the size and shape of another person’s body, calling someone rude names or making comments about their morals, asking unwanted questions about another person’s private life...

Electronic

Using mobile phones or computers to send messages – verbally or visually – to victimise or offend others.

Anti-Bullying Procedure

Aetaomah teaching and learning is designed to develop the students’ social skills in such a way that the children respect each other as individuals, regardless of size, age, religion, colour etc.

Teachers will deal with potential bullying in the classroom situation through stories, images, discussion and supervision of play and games and through their own manner in relation to the children and other staff members. In most cases, when addressed early this will solve the problem.

Should bullying occur or show signs of being ongoing it will be raised by a teacher with the College of Teachers.

The College will discuss ways of eliminating such behaviour and will act upon that discussion promptly and to whatever level is required to eliminate it.

Bullying by staff or to pupils by a staff member, is to be reported to the Principal, or, if that is not appropriate, to the College of Teachers or to the Chair of the Board.

Procedure for reporting incidents

All students are encouraged to report any incidents of bullying to their teacher, staff member or parent immediately, even if they are not directly involved. People who witness acts of bullying should support the victim and report the incident.

Fellow students and senior students may also help a student to approach a staff member. It is also important that the rights of the student who has been bullied are respected. He/she is encouraged to discuss the incident/behaviour with his/her parents, who in turn are welcome to contact either the teacher or another staff member who have the responsibility for student welfare. They will treat the matter with great

sensitivity and care. As a general principle, incidents of bullying will initially be dealt with as a pastoral matter. Both bully and victim will be offered confidential help. If it is thought to be of help, the victim and the perpetrator may also be brought together in order to share concerns, to mediate and hopefully, to resolve any difficulties to the satisfaction of both parties. This procedure will occur usually before any sanctions are considered.

Victims who are having persistent difficulties with bullying will be referred to the College of Teachers in order to explore options and strategies for dealing with this type of behaviour, including referral to the School Police Liaison Officer (See contact details next page).

Disciplinary Action

Any case of persistent or serious bullying will be considered as a discipline matter as well as a pastoral concern. The College of Teachers may decide that sanctions and further disciplinary action may be required.

In such cases the matter will be treated seriously and the student(s) will receive a formal warning.

The parents or guardians of the student(s) will be called in to the school for a discussion to try to resolve the problem. Should this not be effective the parents will be informed in writing of their son's or daughter's involvement. Sanctions and Discipline Levels may be applied in these cases.

The consequences of these incidents may include withdrawal from class or in school suspension.

If the circumstances warrant, the student may be suspended or expelled from the School. The School Liaison Police Officer may be called in by the Principal if the situation is serious enough and it is considered to be effective. Students who are identified as persistent bullies will have their behaviour monitored closely by staff. Staff members who commit acts of bullying will be dealt with in accordance with the law.

Resources

School/Youth Liaison Officers, Tweed/Byron LAC, 07 5506 9499 - Senior Constable Edina Kotek

[Tweed Heads Police Station - NSW Police Public Site](#)

[Bullying No Way](#)

[Mindmatters](#)

[ReachOut Australia](#)

[Racism. No Way](#)

[Kids Help Line](#)

[CyberSmart](#)

Document Monitoring

Document ID	Aetaomah Anti-bullying Policy
Monitored by	Principal
Status	Current
Date for Review:	November 2024

Document Distribution

Aetaomah Website

Version History

Version	Date	Amendments/Notes
1.0	June 2020	Aetaomah Anti-Bullying Policy & Procedure
2.0	August 2023	Updated Logo/document style