



Anti-Bullying Policy

DOCUMENT VERSION			
Review By:	Andrew Frakes (Principal) and Claire Allen (Administrative Director)		
Approval Date:	April, 2023	Next Review Due:	April 2024
Approved by:	Mr Barry Irvin	Position:	Chairman of the Board

Anti-Bullying Policy

1. Overview

At Giant Steps (School) staff commit to ensuring a safe and supportive environment where all members of our school community have the right to be respected and have a responsibility to respect each other.

We aim to provide an environment that is secure, caring, and physically, emotionally and intellectually safe where students can fulfil their true potential without fear. However, as a school we are not complacent and our views on bullying are made very clear. The School rejects all forms of bullying; all forms of bullying, harassment, victimisation and discrimination are unacceptable.

All members of the School community contribute to preventing bullying by modelling and promoting appropriate behaviour and positive relationships, they work collaboratively with the school to resolve incidents of bullying when they occur.

2. What is bullying?

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying of any form or for any reason can have long-term affects on those involved, including bystanders.

There are many different types of bullying, below are some of the ways that bullying can happen:

- **Verbal bullying:** includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
- **Social bullying:** sometimes referred to as covert bullying, is designed to harm someone's social reputation and / or cause humiliation and can include lying and spreading rumours, encouraging others to socially exclude someone, making inappropriate gestures, mimicking unkindly, playing nasty jokes to embarrass and humiliate, and damaging someone's social reputation or social acceptance.
- **Physical bullying:** includes hitting, kicking, tripping, pinching and pushing or damaging property.
- **Cyber bullying:** is intentional and repeated harm inflicted through the use of computers, phones, and other electronic devices.

3. What Bullying is not

Bullying is not:

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

4. When instances of bullying occur

Where instances of bullying occur staff will:

- Take every instance of bullying seriously
- Report the instances to the Principal
- Develop risk minimisation strategies
- Inform caregivers of the involved students
- Keep records
- If Students wish to report instances of bullying or student interaction concerns, they should be directed to the Principal or the Director of Student Psychological Services.

If needed, students should also be directed to appropriate external supports, such a Police Youth Officer.

See *Student Behaviour Support Policy* for further information about how students are supported with behaviour concerns.