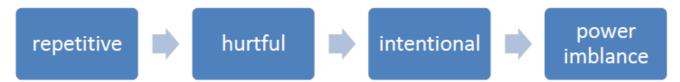# GEELONG GRAMMAR SCHOOL
Student Anti-Bullying Policy

1. Purpose and Scope

1.1 All Students have the right to feel safe and be safe at School and be treated with dignity and respect by all members of the School Community. Bullying in all forms is not tolerated by the School and is treated very seriously.

1.2 This Policy applies to all Students enrolled at the School.

2. What is Bullying?

2.1 The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

3. Bullying Behaviour

3.1 Examples of bullying include, but are not limited to the following:

    3.1.1 verbal bullying;

    3.1.2 physical bullying;

    3.1.3 emotional bullying;

    3.1.4 cyber bullying;

    3.1.5 sexual bullying;

    3.1.6 extortion;

    3.1.7 racism or racists behaviours; and

    3.1.8 homophobic, biphobic or transphobic behaviour.

3.2 Each of these types of behaviours are also managed in accordance with and may also be in breach of other School policies as appropriate (for example, the Student Behaviour Rules).

4. Verbal Bullying

4.1 Verbal bullying includes but is not limited to, putting people down through comments, jokes or mimicking, name calling, teasing about another's appearance or beliefs, derogatory comments made on the basis of race, culture, sexuality, socio- economic status or any other individual difference, intimidation or verbal abuse directed towards another person; intimidating or harassing telephone calls; spreading malicious rumours, belittling others' abilities and achievements, or practical jokes which may be hurtful.

5. Physical Bullying

5.1 Physical bullying includes but is not limited to, hitting, poking, pushing, punching, kicking, tripping, spitting, invading personal space, unwelcome touching or brushing against another person, stand over tactics, non-verbal gestures and actions which are designed to intimidate, restraint of another person, displaying offensive materials, pictures or objects, writing offensive notes, letters and graffiti; damaging, stealing, borrowing without permission, hiding, damaging or destroying another's property or possessions.

6. Emotional Bullying

6.1 Emotional bullying includes but is not limited to, hurting others by damaging or manipulating relationships (for example, spreading rumours that cause individuals to be rejected by others), social exclusion by deliberately excluding another from a group of friends, writing, sending or delivering harassing notes, telling others not to associate with or like someone, involving extortion, pressuring and intimidating others to act against their will e.g. giving up possessions including money, buying food and drink for bribery purposes or doing work for others or committing minor offences on their behalf.

7. Cyber Bullying

7.1 Cyber bullying includes but is not limited to offensive use of email, text messages or other electronic messaging functionality, putting or posting offensive material on the Internet or other social networking sites, using a person's screen name to impersonate them (setting up a fake account), sharing of inappropriate images, sexting or intentionally excluding others from an online group.

8. Sexual Bullying

8.1 Sexual bullying includes but is not limited to teasing or offensive language about another's body parts and development, sexual orientation, unwarranted or unwanted sexual attention, sexting, or producing or being in possession of notes or pictures depicting sexual content.

9. Extortion

9.1 Extortion includes but is not limited to demanding money or goods with attached threats.

10. Racism

10.1 Racism, or racist behaviours, includes but is not limited to racial verbal taunts or racist graffiti including symbols that are offensive to a person of a specific religion or culture or making a racist gesture.

11. Homophobic, Biphobic Or Transphobic Behaviour

11.1 Homophobic or biphobic behaviour includes but is not limited to bullying based on sexuality or perceived sexuality. Transphobic behaviour includes but is not limited to bulling based on gender identity or perceived gender identity.

12. School Response To Bullying

12.1 The School undertakes to:

    12.1.1 treat all reports of harassment and bullying seriously, promptly and discreetly;

    12.1.2 take all reasonable steps to prevent harassment and bullying from occurring in any context whether directly related to School, including behaviour that occurs while travelling to and from School or during co-curricular activities, adventures, camps, excursions, and other School functions and activities;

    12.1.3 ensure that complainants and those involved in the complaint processes do not suffer further disadvantage, retaliation or threats;

    12.1.4 offer support and counselling opportunities to the complainant and the respondent; and

    12.1.5 raise awareness of this Policy and the effects of bullying or relationships via promotional material, curriculum and workshops/tutorials or seminars for School Employees, parents and Students.

12.2 The School requests any person with a concern or complaint provide the School with an opportunity to resolve the matter.

12.3 Students are encouraged to take one of the following approaches:

    12.3.1 speak directly to the person(s) causing the concern, and inform them that it is unwelcome and that it should cease;

    12.3.2 talk to a friend or parent / family member for support or advice; or

    12.3.3 inform a trusted School Employee (for example teacher, House Tutor, Head of House, Head of Campus, School Chaplain or School Counsellor) so that the unacceptable behaviour can be addressed.

13. Dealing With Complaints Regarding Bullying

13.1 When an incident of bullying is reported to the School, the School will undertake the following:

    13.1.1 All Students identified in the bullying incident will be interviewed by an appropriate School Employee which may include the School Employee to whom the concern was reported, the Head of Campus, Head of Middle School or Head of Senior School as appropriate. All Students will be given the opportunity to have their voice heard. There will be documented outcomes from this meeting aimed at achieving acceptable Student behaviour going forward;

    13.1.2 If a Student/s is identified as participating in further instances of bullying, they will be asked to participate in a further meeting with the Head of House, Head of Unit, Vice Principal, Head of School and/orHead of Campus as appropriate. The student/s parents/legal guardians will be informed. The Head of School, Head of Campus or Vice Principal may determine an appropriate method to resolve the conflict, including counselling for the victim and the perpetrator; and

    13.1.3 If the behaviour continues, the Head of School or Head of Campus will refer the matter to a Vice Principal who will take appropriate action, which may include suspension or expulsion.

14. Anti-bullying programs

14.1 The School is committed to discouraging all forms of bullying, and introducing new initiatives from time to time to address bullying behaviour. These include, but are not limited to:

    14.1.1 training programmes and initiatives;

    14.1.2 reviewing this Policy periodically to ensure it remains effective and current; and

    14.1.3 Student Safety Concern boxes and online reporting systems.

15. Complaints

15.1 If a Student wishes to make a complaint about a decision made in accordance with this Policy, they should speak to a School Employee or refer to the Student Complaints Policy.

16. Definitions

Boarding Premises	Means the School's Corio Boarding Houses and Timbertop Boarding Units
The School	means Geelong Grammar School including its registered Boarding Premises

School Employees	means, for the purposes of this Policym an employee of the School
Student	means a student of the School, where or not they are aged over or under 18 years old

17. Review and circulation

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