Bullying Prevention and Intervention Policy

Policy No:	2.2	Version: 5	August 2025
Responsibility:	School Chair	Scheduled Review Date:	October 2027

1.0 Purpose

Tarremah Steiner School is strongly committed to providing a safe and supportive environment where individual differences and diversity within the school are respected and accepted.

2.0 Policy Statement

Tarremah Steiner School is committed to ensuring a positive learning environment. Everyone in the School community has the right to be treated with understanding and kindness, to feel safe at school and to work in a positive environment. Everyone also has the responsibility to treat others with respect and to report bullying should they see it occur. Effective responses to bullying are a shared responsibility of Tarremah staff, students and families.
Bullying is not tolerated at Tarremah.

Bullying is to be managed through a whole school approach involving students, staff and parents/carers. Bullying prevention strategies are to be implemented with a focus on teaching skills and strategies to recognise bullying and to respond appropriately and tailored to the circumstances of each incident.

3.0 Policy Elements

Definitions/Terminology

- The terms *recipient* or *target* are preferable to the term *victim* as they do not imply powerlessness or weakness.
- The term *the student involved in bullying* or *bullying student* is preferable to *the bully*, which may demonise individual students.
- The term *in a less powerful (or more vulnerable) position* is preferable to *weaker* when talking about a student who has been the target of a bullying student.

Bullying

Bullying is the repeated and deliberate behaviour by one person or a group of people causing distress, discomfort, embarrassment or harm towards another individual or group of people that involves an imbalance of power. It may be open, or covert in nature.

Bullying can take many forms including but not limited to:

- **Indirect/Emotional bullying** which can include ostracising, making up or spreading rumours, social exclusion, rejection, purposeful misleading/lying, sharing others personal information. Orchestrating and organising instances of bullying that others will carry out.
- **Physical bullying** which involves physical actions such as hitting, kicking, pinching, pushing, tripping, 'ganging up', unwanted physical or sexual touching, personal property damage and assault using objects
- **Psychological bullying** is when words or actions are used such as stalking, threats or implied threats, unwanted email or text messaging, nasty practical jokes, threatening gestures, manipulation, damage to/theft of/ hiding of one's property.
- **Verbal bullying** is multiple incidents of put downs, name-calling, swearing, nasty notes and negative remarks about race, culture, beliefs, family, circumstances, gender, sexuality, disability, appearance, medical conditions, etc.
- **Cyber bullying** involves bullying through information and communication technologies, including malicious SMS and email messages, inappropriate use of camera phones and other IT devices, inappropriate messages, comments, or photographs on social media sites (e.g. Instagram).

Harassment

Harassment contains many of the same key features as bullying. As such it will be addressed in the same manner as bullying below:

What Bullying is not

There are many situations which can cause upset and distress which are not bullying. Single incidents and conflicts or fights are not defined as bullying. However, these conflicts still need to be addressed and resolved. The Behaviour Support Policy and Guidelines for Responding to Inappropriate Behaviour should be referred to when the behaviour is not construed as bullying but is still serious or causing upset or distress.

Behaviours that do not constitute bulling include, but are not limited to:

- Mutual arguments and disagreements (where there is no power imbalance)
- Isolated incidents of aggression, intimidation, or violence
- One-off acts of meanness or spite
- Not liking someone or a single act of social rejection
- Thoughtless, or tactless one-off comments.

Signs of Bullying

Major behaviour changes may be indicative of bullying. Such behaviour changes may include but are not limited to:

- Crying at night and having nightmares
- Refusing to say what the problem is
- Unexplained injuries
- An unwillingness or refusal to go to school
- Changes in eating or sleeping patterns
- A decline in academic performance
- Loss of interest in sporting or social events

4.0 Responsibilities

- School Executive
- School Council

5.0 Related Documents

- Behaviour Support Policy
- Code of Conduct Policy
- Parent Community Code of Conduct Policy
- Complaints Management Policy
- Tarremah Community Framework
- Guidelines for Responding to Inappropriate Behaviour

6.0 Reference/Legislation

- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

7.0 Contact Point

- School Chair
- Education Administrator
- Education Facilitator
- School Executive

9.0 Authorisation

Executive: Council:

Name:

Date: