



POLICY: Anti-Bullying

System: Safe and Supportive Environment	Audience: WholeSchool Community
Primary Responsibility:	Deputy Principals, Welfare Team
Approved by:	Headmaster
Superseded Document:	Anti-Bullying Policy, August 2006
Effective: 1/1/2009	Review Date: 1/1/2011

1. OBJECTIVE

Central Coast Grammar School is totally opposed to bullying in all its forms because it is alien to the School's ethos and concern for the wellbeing of all members of the School community.

The School endeavours to provide a safe, secure learning environment for all our students and to provide support to all groups (students, staff and carers) who are at risk or are involved in the experience of bullying. It aims to foster an inclusive school culture that supports all, and values the diversity of the student, staff and community population.

2. CONTEXT

- 2.1 The School sees bullying in terms of how the victim perceives the actions, not how the bully is supposed to have meant it to be. The School is aware, however, that some students will try to overdramatise at times.
- 2.2 The School seeks to counter views that bullying is an inevitable part of life and encourages parents, staff and students to help build and maintain a climate of respect and care for others.
- 2.3 Central Coast Grammar has long endeavoured to be as proactive as possible in many areas and is very conscious of the need to do all possible to enhance the wellbeing of all members of the school community.
- 2.4 The School works to develop insights into, and understandings of, the destructive effects of bullying, harassment, discrimination and violence, and ways to respond effectively.
- 2.5 The School recognises that responses that rely on punitive measures, bureaucratic sanctions or 'zero tolerance' don't always address the needs of the individuals involved, change the underlying factors of particular situations, or meet the educational mandate of schools.
- 2.6 Every bullying incident is unique because of the personalities involved, the range of variables and the past history. It is expected that the School will respond to known bullying situations as promptly as possible but it must be recognised that it does take time to investigate and to try to determine the issues involved, especially when the situation is quite complex.

3. MONITORING AND EVALUATION

The school welfare team will regularly review this policy. There are procedures in place to ensure that staff are informed about this policy.

3. ASSOCIATED DOCUMENTS

Anti-Bullying Procedure

Complaints Handling

Student Rights and Responsibilities document

Student Welfare Policy

School Diary