

Bullying Prevention and Intervention Policy

Purpose

All students have the right to feel safe and protected from bullying, harassment, or discrimination of any form within the learning and social environment of the School. Casey Grammar is committed to the development and reinforcement of a culture of positive behaviour, respect, and tolerance by rejecting all forms of bullying, harassment, and discrimination.

This policy sets out the principles and framework governing the School's behaviours and activities that support all members of the School community in enacting a zero tolerance of bullying.

Bullying

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation, and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- *Physical Bullying* - which involves physical actions such as hitting, pushing, obstructing, or being used to hurt or intimidate someone. Damaging, stealing, or hiding personal belongings is also a form of physical bullying.
- *Psychological Bullying* – which is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing, or making fun of someone because of their actions, appearance, physical characteristics, or cultural background.
- *Indirect Bullying* – which is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- *Cyberbullying* – which is the ongoing abuse of power to threaten or harm another person using technology. Cyberbullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

What Isn't Bullying

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

- *Mutual Conflict Situations* – which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation.
- *One-Off Acts* (of aggression or meanness) – including single incidents of loss of temper, shouting, or swearing do not normally constitute bullying.

Signs of Bullying

Major behavioural changes in a student may be indicative of bullying. Such behavioural changes may include:

- Crying at night and having nightmares.
- Refusing to talk when asked, "What's wrong?."

- Having unexplained bruises, cuts, or scratches.
- An unwillingness or refusal to go to school.
- Feeling ill in the mornings.
- A decline in quality of schoolwork.
- Becoming withdrawn and lacking confidence.
- Beginning to bully siblings.
- Acting unreasonably.

Parents/carers are encouraged to recognise signs of bullying and notify the School through the School's wellbeing system (Wellbeing Mentor or Head of House) or a trusted staff member immediately (such as a class teacher), if they suspect their child is a victim of bullying.

Policy

Casey Grammar School recognises its duty to students to provide a safe and positive learning environment where individual difference and diversity within the school is respected and accepted.

Bullying is not tolerated at Casey Grammar School. It is our policy that:

- Bullying is managed through a 'whole-of-school community' approach involving students, staff, and parents/carers.
- Bullying prevention strategies are implemented within the School on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, students, and parents/carers to recognise bullying and respond appropriately.
- Bullying response strategies are tailored to the circumstances of each incident.
- Staff establish positive role models emphasising our no-bullying culture.
- Bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

Bullying Prevention Strategies

Casey Grammar School recognises that the implementation of whole-school prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no-bullying' culture within the School:

- A structured curriculum and peer group support system, which provides age-appropriate information and skills relating to bullying (including cyberbullying) and bullying prevention, to students over the course of the academic year.
- Education, training, and professional development of staff in bullying prevention and response strategies.
- Regular provision of information to parents/carers, to raise awareness of bullying as a school community issue to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying directly with the School.
- Promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students, and parents/carers.

- Promotion of responsible bystander behaviour amongst students, staff, and parents/carers.
- Reporting of incidents of alleged bullying by students, bystanders, parents/carers, and staff are encouraged.
- Regular risk assessment of bullying within the School are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff.
- Records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate.
- Statements supporting bullying prevention are included in student communication.
- Education of staff, students, and parents/carers on health conditions to promote understanding and to reduce stigma and fear.
- Anti-bullying posters are displayed strategically within the School.
- Promotion of student awareness and a 'no-bullying' environment by participating in community events, as appropriate.

Reporting Bullying

Students and their parents/carers are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse.

A key part of the School's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well providing assurance to students who experience bullying (and parents/carers) that:

- Bullying is not tolerated within the School.
- Their concerns will be taken seriously.
- The School has a clear strategy for dealing with bullying issues.

Bullying incidents can be advised to the School verbally, or in writing through any of the following avenues:

- Informing the student's Wellbeing Mentor.
- Informing the student's Head of House.
- Informing the student's Teacher.
- Through 'Casey Cares' online reporting platform.

Responding to Bullying

Bullying behaviours vary enormously in their extent and intent and as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the School:

- Takes bullying incidents seriously.
- Provides assurance to the victim that they are not at fault and their confidentiality will be respected.
- Takes time to properly investigate the facts including discussing the incident with the victim, the bully, and any bystanders.

- Takes time to understand any concerns of individuals involved.
- Maintains records of reported bullying incidents.
- Will escalate its response when dealing with persistent bullies and/or severe incidents.

Actions that may be taken when responding to bullying include:

- Notification of/consultation with parents/carers.
- Offering counselling to persistent bullies/victims.
- Implementing effective follow up strategies.
- Disciplinary action, at the Principal's discretion, including suspension and expulsion of persistent bullies, or in cases of severe incidents.

Review

This policy is to be reviewed, approved and endorsed every two (2) years, as a minimum.

Last approved October 2025.

Next review October 2027.

This policy is subject to change without notice at the sole discretion of CSV Limited/Casey Grammar School.

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