

# Anti-Bullying Policy



We are Respectful   We Show Integrity   We are Resilient

## Rationale

All schools in Queensland are committed to taking action to protect students from bullying and to respond with integrity when this occurs. At Loganlea State High School we value all members of our school community and are committed to working towards a safe and supportive school environment where every student has the opportunity to succeed.

At Loganlea State High School we believe every student has the right to:

- be valued and treated with respect.
- participate in a calm, healthy and safe environment.
- develop in a positive learning environment.
- be valued for his/her individuality, to be cared for, trusted and encouraged to express him/herself in a supportive school environment.

## Loganlea State High School's stance on bullying

It is important that students, staff and parents/carers have a shared understanding of what bullying is, what it is not, how it impacts wellbeing and how Loganlea State High School responds to bullying.

### What is Bullying?

*Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance.*

*Bullying is when people repeatedly and intentionally hurt or cause harm to another person through the use of degrading words or actions, which in turn leave the victim feeling worthless and helpless.*

*Both children who are bullied and who bully others may have serious, lasting problems.*

(The National Centre Against Bullying, 2020)

### Types of Bullying:

Face-to-face bullying involves direct verbal actions such as name-calling and insulting or physical actions such as kicking or punching.

Covert bullying is a more subtle type of bullying which isn't easily seen or recognised by others, for example deliberately excluding people from social groups or spreading rumours about them.

Cyber bullying transpires through the use of the internet and related technologies such as text messages, instant messaging, email and social networking sites or forums.

When considering the actions of others and whether they constitute bullying, it is useful to consider the following ideas that are commonly discussed with students at the school:

When someone does something unintentionally hurtful, and they do it once, that is ...

RUDE

When someone says or does something intentionally hurtful (on purpose) and they do it once that is...

MEAN

When someone says or does something intentionally hurtful; (on purpose) and they keep on doing it – even when you tell them to stop or show them that you're upset, that is ....

BULLYING

It is equally important to consider the things that are not bullying. **Bullying is not...**

- Disagreements with friends or classmates
- Single episodes of dislike or not letting someone join in with you
- Single episodes/acts of nastiness or spite
- Random acts of aggression or intimidation

At Loganlea State High School bullying in all its forms is not accepted and all members of the school community accept their responsibility to promote positive relationships and to prevent bullying. In order to reinforce this message all students sign the “Anti-bullying Pledge” as part of their enrolment process. At Loganlea State High School:

**WE ARE RESPECTFUL**  
**WE SHOW INTEGRITY**  
**WE ARE RESILIENT**

## Preventive Strategies

Effective social skills and positive relationships act to prevent bullying. At Loganlea State High School, we promote effective social skills and positive relationships through:

- Positive Behaviour for Learning (PBL) processes within the Student Code of Conduct. PBL also promotes attention to specific behaviours through the focus of the fortnight that require respect, integrity and resilience.
- An active and supportive leadership team.
- Deans of Students will take appropriate action and maintain regular contact with parents as required.
- The Wellbeing Hub is a point of contact for students requiring support.
- School-based case management.

- Curriculum that is relevant to the needs of the students that aligns with the principles of AVID.
- Alternative and Extra-Curricular programs to support and challenge students and to provide them with opportunities to develop new and important life skills that emphasise tolerance and non-violence.

## Student Responses to Bullying – The ‘Step Up’ Model

Loganlea SHS advocates the use of our “Step Up” Model as a key teaching and learning tool with regard to how students may respond to acts of bullying in the school, especially put-downs. The model is explicitly taught by staff and reinforced through teaching and learning activities.

“Step Up” is seen as:

- A whole school approach that reduces incidents bullying
- An effective strategy to develop problem solving strategies for students
- A simple 4 step process that can be used consistently as a proactive action in the classroom and the playground, and also when perceived bullying incident occurs.

The Step Up strategies:

- Ignore
- Block
- Assert yourself
- Report



The “Step Up” Strategies:

### Ignore

***Take a strong stance and send the message that the behaviour has no effect on you***

Pretend you didn't hear it  
Look at something else  
Maintain positive body posture (stay calm and confident).  
Walk away towards a group of people  
Breathe in slowly and let it go  
Stay grounded, centred and focused

### Block

***Shut down hurtful words or action, by blocking and using Brooks Gibbs 'Golden Rule'***

Block on any electronic or social media  
Maintain eye contact and confidence and try to use humour to defuse  
Say ... 'Sure we can all be like that sometimes', 'What sort of response would you like to that?', 'What is the point of that comment?', 'I am sorry I have made you feel that way' and/or 'How would you like me to respond to that?'

### Assert yourself

***Show strength by not allowing the hurtful actions to continue***

Speak in an assertive (firm) tone  
Look at the person  
Stand tall and stay confident  
Say, "STOP. You need to leave me alone."  
Use an "I" statement such as - I feel...when you...because...  
Warn that if the behaviour continues, you will be reporting it

### Report

***Care enough about yourself and others to report behaviours that are not acceptable to the school community***

**If issues are physical or threaten your safety – report immediately to the office**  
**If you witness the above provide support to the "victim" and then report to the office**  
**Go to a safe, supervised area**  
**Tell a staff member**  
**Report until the behaviour stops**

## Staff Responses to Student Conflicts

If any staff member directly observes aggressive, taunting or harassing behaviours, they will immediately intervene to stop the behaviour. With regard to the details of the incident, they will then employ a strategy such as the explicit teaching of expected behaviours, referring the aggressor to a buddy classroom for "time out" to reflect on the inappropriate behaviour, or referring the matter to a Dean of Students if it is considered serious or persistent.

## Loganlea State High School's Responses to Bullying

At Loganlea State High School, any report of bullying will be investigated. Responses to bullying might include support for targets of bullying and perpetrators and/or disciplinary measures for perpetrators of acts of bullying.

A Dean of Students and Special Needs Coordinator may employ one or more of the following intervention strategies:

- Formal counselling and explicit teaching regarding reported behaviours.
- Conducting a facilitated mediation.
- Conducting a Fresh Start agreement.
- Ready to Learn (LEC).
- Issuing a written formal warning.
- School disciplinary action.
- Give students general feedback on how their report will be followed up and offer students strategies to cope if similar incidents occur again.

## Support Resources

### ***Alannah and Madeline Foundation***

<http://www.amf.org.au/AboutUs/>

### ***BOUNCE BACK!***

<http://www.bounceback.com.au/>

### ***Bullying, No Way website***

<https://bullyingnoway.gov.au/>

### ***FRIENDS for Life***

[www.friendsinfo.net/index.html](http://www.friendsinfo.net/index.html)

### ***Friendly Schools and Families Program***

<http://www.friendlyschools.com.au/about.php>

### ***Kids Helpline***

<http://www.kidshelp.com.au/>

### ***MindMatters***

<http://www.mindmatters.edu.au/default.asp>

### ***Positive Behaviour for Learning***

[www.learningplace.com.au/deliver/content.asp?pid=24668](http://www.learningplace.com.au/deliver/content.asp?pid=24668)

### ***ReachOut***

<http://au.reachout.com>

***National Centre Against Bullying***

<http://www.ncab.org.au/about/>

***National Day of Action against Bullying and Violence (NDA)*** <https://bullyingnoway.gov.au/NationalDay>

***National Safe Schools Framework***

[http://www.dest.gov.au/sectors/school\\_education/publications\\_resources/profiles/national\\_safe\\_schools\\_framework.htm](http://www.dest.gov.au/sectors/school_education/publications_resources/profiles/national_safe_schools_framework.htm)