

## ANTI-BULLYING POLICY

### Rationale

A commonly used definition of bullying is that bullying is intentionally and repeatedly causing distress or harm to the same individual. In addition, it is difficult for the bullied children to defend themselves. This refers to the power imbalance between the parties – the bullied child usually has less power or physical strength than the bully or bullies.

Bullying can take many different forms. Most often it consists of verbal abuse and public ridicule of the target, but there are many other forms of bullying as well. Often the targets are bullied in more than one way and bullying is more than just single attacks. It is a rather stable relationship between the bully and the bullied child, and this relationship is further embedded in the larger peer setting.

This policy is important because:

- Everyone at our school is entitled to feel happy and safe. Bullying, in its many forms, is never acceptable.
- Educational achievement is enhanced when people work and learn in a secure and positive environment.
- It reflects the care that Medan Independent School has for its students, teachers and community.
- The responsibility for reducing bullying at our school is shared across all school stakeholders, parents, staff and students.
- We recognise that this is an issue that affects a significant number of students during their school lives.

All forms of bullying, whether it is physical, verbal, social, psychological or cyber bullying are not tolerated at any level at Medan Independent School. This includes whether the bullying is occurring inside the school or in an online environment in the community.

### Purpose

All students have the right to a safe environment where they can play, learn and express themselves without fear of victimisation. Most bullying is hidden, so students find it shameful to admit they have been harassed so they don't tell anyone. Children need to feel able to speak out and inform staff, parents & Counsellors if they are being bullied.

### Guidelines

1. Medan Independent School can unite against bullying through the:
  - collaboration of staff, students, parents & community.
  - training of the Welfare team members and general staff.
  - use of a variety of anti-bullying programmes.
  - implementation of firm & consistent consequences as outlined in the Student Behaviour Management Policy.
2. Students, teachers, parents, caregivers and members of the wider community have a shared responsibility to create a happy and safe environment, free from all forms of bullying. Consequently there is an expectation that students will be safe at school and outside the school, free from fear of bullying, harassment and intimidation. Should a bullying incident occur the expectation is that all students will be provided with appropriate support.
3. To promote these expectations students, teachers, parents and members of the wider community have a responsibility to:
  - promote positive relationships that respect and accept individual differences and diversity within the whole community.

- support the school's anti-bullying belief system through words and actions.
  - actively work together to resolve incidents of bullying behaviour when they occur.
4. Students have a responsibility to behave appropriately in accordance with Medan Independent School's rules. In responding to incidents of bullying the expectation is that students will act in accordance with this Anti-Bullying Policy and the Anti-Bullying Procedures.
  5. Parents have a responsibility to support their children in all aspects of their learning, to support their children in developing positive responses to incidents of bullying and to support all students of the school to deal effectively with bullying consistent with and through the strategies of the school's Anti-Bullying Procedures.
  6. Teachers have the responsibility to respect and support students in all aspects of their learning, model appropriate behaviour and to respond in an appropriate and timely manner to incidents of bullying according to the school's Anti-Bullying Policy and Anti-Bullying Procedures.

Links to:

- [Anti-Bullying Procedures](#)
- [Student Behaviour Management Policy](#)
- [Student Code of Conduct](#)