

- Advising your child that retaliation always worsens the situation
- Communicating to your child that parental involvement is appropriate;
- Being willing to attend interviews at school if your child is involved in a bullying incident; and
- Being willing to inform the school of any cases of suspected bullying even if your child is not directly affected.

### How the school deals with bullying

The school processes for dealing with bullying have been designed to protect the wellbeing and safety of all school community members.

Episodes of bullying will be referred to a member of the Student Services Team. A strategy that may be used is the evidence based “Shared Concern” method.

This means the following actions will be taken:

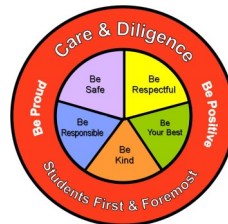
- Interview the bullied person and any witnesses in a confidential fashion;
- If appropriate, convene a meeting with all people involved;

- Explain the problem in terms of how the bullied student has been made to feel;
- Give the students the responsibility for solving the problem by sharing ideas on how to assist the bullied student to feel better and how to prevent similar events from happening again; and
- Follow-up soon after to check that the issue has been successfully resolved.

Where students fail to respond to this approach, school disciplinary procedures will be used. This may include parent interview, detention and suspension.

### Bullying strategies

- Letters of apology
- Student Services Team involvement
- Parent contact
- Shared concern
- Mediation
- Detention
- Suspension



### COUNTERING BULLYING IN SCHOOLS

## Our Focus

Our focus is on developing positive relationships and promoting respect. We will not tolerate bullying. Together we can do something about bullying and build a respectful school community.

Bullying is an issue which can have serious short and long-term effects and is not tolerated at NASHS.

It is important for our school community to understand the difference between someone being insensitive or mean and what constitutes bullying behaviour because being able to successfully resolve and navigate these situations is a huge step in students' emotional growth and maturity.

## Definitions

**Bullying** is defined as the **repeated** negative actions by individuals or groups against a target individual or group. It involves an imbalance and misuse of power. The key terms in the definition of bullying are "**misusing power**" and "**repeated**".

Bullying can take different forms – verbal, physical, social or psychological.

## What can staff do

**Staff** play a key role in helping to prevent bullying by:

- Modelling appropriate behaviour for students;
- Teaching co-operative learning, play skills and conflict resolution skills;
- Actively supervising to minimise opportunities for bullying and being observant to signs of distress and suspected incidents of bullying;
- Intervening to assist students being bullied by removing sources of distress and supporting students who speak out;
- Consulting with students to identify issues which give rise to concerns; and
- Reporting all incidents and suspected incidents.

## Referrals

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)  
[www.cybersmartkids.com.au](http://www.cybersmartkids.com.au)  
Parent Help Centre: 6279 1200  
Kids Help Line: 1800 551 800  
Lifeline: 13 11 14

## What students can do

**Students** also play a key role in preventing bullying by:

- Reporting if they believe they are being bullied. This can be done personally to a parent, teacher or any other member of the Student Services Team (Psychologist, Nurse, Chaplain, Deputy or Program Coordinators).
- Refusing to be involved in any bullying situation;
- If appropriate, taking some form of preventative action;
- Supporting friends who may have been bullied.

## What parents can do

**Parents**, you can support your child by:

- Being appropriate role models;
- Encouraging your child to tell a staff member at school about bullying incidents and, if possible, allow the child to report and deal with the problem;
- Informing the school if bullying is suspected;