

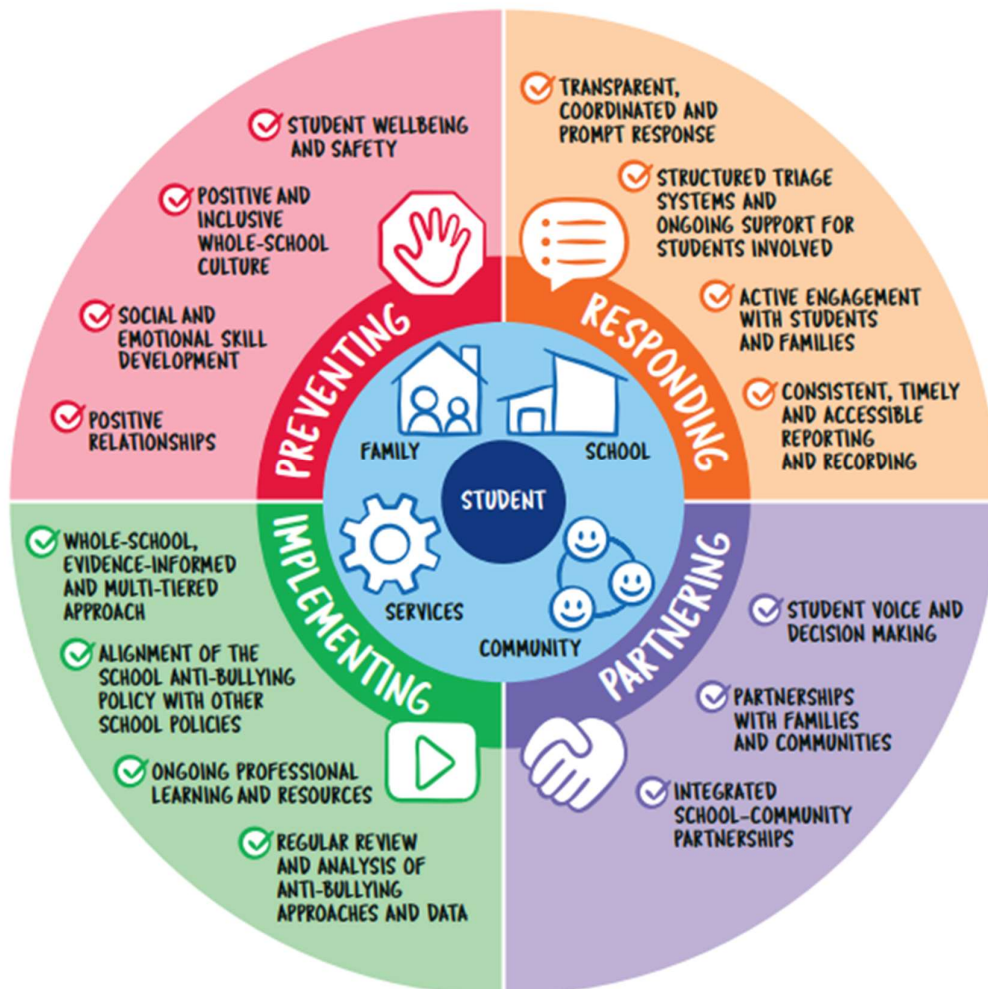
POLICY 1.B8.2B: ANTI-BULLYING, HARASSMENT AND VIOLENCE

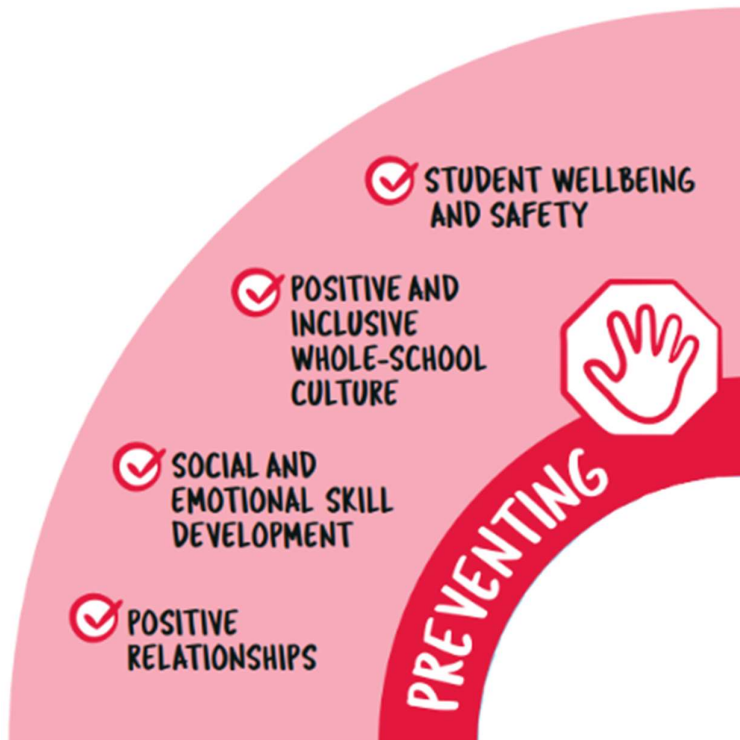
Date:	01.03.2026	Version:	16
Reviewed:			
Next Review:	July 2027		
NESA Manual:	B8.2		
Related Documents:	<i>Student Code of Conduct</i> <i>Student Rights and Responsibilities</i>	<i>Behaviour Guidance Policy and Procedures</i> <i>Discipline Policy and Procedures</i> <i>Cyber safety Policy and procedure</i>	
Relevant Legislation:	Child Safety Standards NSW Anti-bullying framework		

Policy

1. Young people attend our school with an expectation they will be safe,
2. which includes free from fear of **bullying**, harassment, and intimidation.
3. Harassment, violence and bullying will not be tolerated.
4. No one has the right to bully, harass or intimidate.
5. Everyone in the school community has a shared responsibility to create a safe and happy environment, free from all forms of bullying.

NSW Anti-Bullying Framework





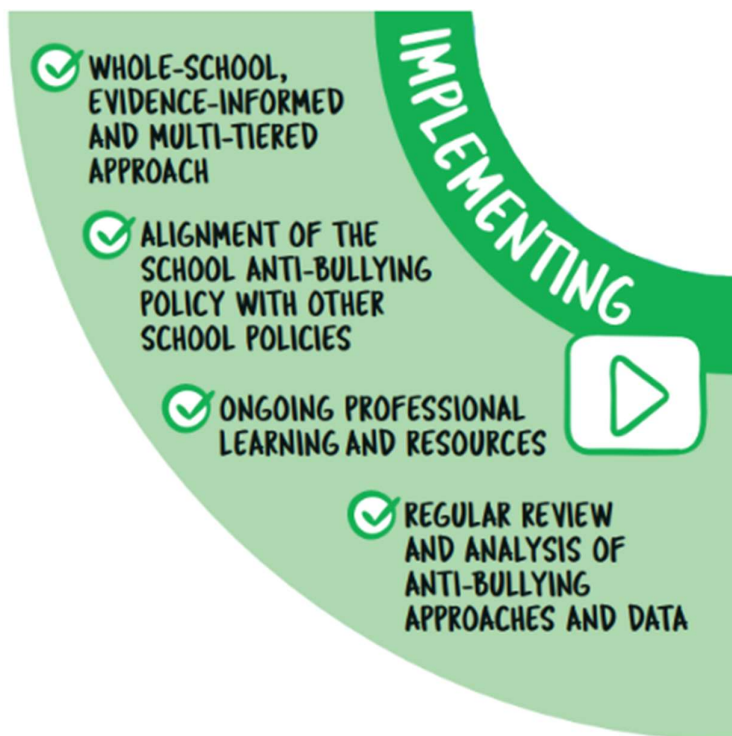
Prevention strategies

6. Students, staff, parents, carers, and community members can all help to prevent bullying:

- 6.1. Promote positive relationships
- 6.2. Model respect for, and acceptance of, diversity within the school community
- 6.3. Support this anti-bullying policy through words and actions
- 6.4. Actively work together to resolve incidents of bullying when they occur.

7. The school implements various strategies to prevent bullying and violence:

- 7.1. *Student Code of Conduct*
- 7.2. *Student Rights and Responsibilities*
- 7.3. behaviour modification programs, such as:
 - 7.3.1. Standing Strong
 - 7.3.2. Top Blokes
 - 7.3.3. Rock and Water
- 7.4. integrated curriculum programs in PDHPE and SLR
- 7.5. staff professional development
- 7.6. advocacy for anti-bullying campaigns
- 7.7. participation in awareness raising activities
- 7.8. **Police and PCYC** education officers and programs.



Reporting bullying or harassment

8. Incidents of bullying or harassment can be reported to:

- 8.1. Teacher
- 8.2. Education Support Officer
- 8.3. Case worker
- 8.4. Counsellor
- 8.5. Deputy Principal
- 8.6. Principal
- 8.7. us confidentially through our 'contact us' web page

Response strategies

9. When notified of an incident of bullying or harassment, the school will:

- 9.1. investigate to confirm that bullying has taken place

10. and once confirmed:

- 10.1. interview the victim and harasser separately
- 10.2. offer appropriate **bullying response strategies** to both parties
- 10.3. provide counselling regarding appropriate behaviour
- 10.4. implement restorative practices, including:

10.4.1. a restoration session between the parties

10.4.2. mediation, should the restoration not lead to mutual understanding or agreement, or if behaviour continues

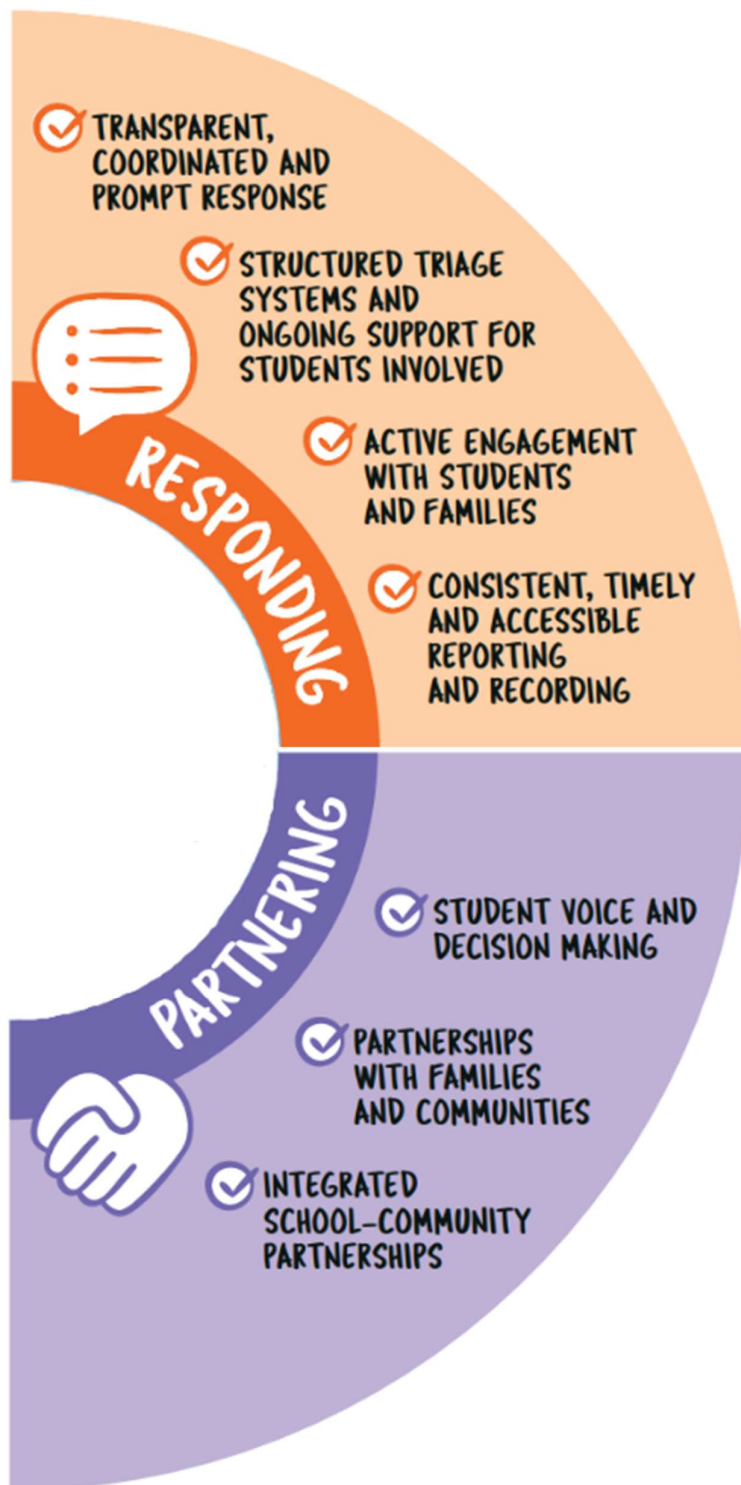
10.4.3. recording of all actions and discussions in student records in *Sentral*

11. if the behaviour continues, follow our *Discipline Policy and procedures*.

Definitions

Bullying

12. Bullying is intentional, repeated behaviour that causes distress, hurt, or undue pressure.



13. It can include:

- 13.1. **Physical** acts or exertions of force that causes injury
- 13.2. **Verbal** use of words as threats or intimidation
- 13.3. **Social** and **psychological** acts intending to cause emotional upset
- 13.4. **Cyber bullying**, which uses electronic media to achieve any of the above.

Bullying response strategies

14. Responses to bullying can include:
- 14.1. peer restoratives
 - 14.2. mediation
 - 14.3. conflict resolution follow up
 - 14.4. Counsellor intervention
 - 14.5. Case Worker intervention
 - 14.6. behaviour monitoring
 - 14.7. parent/carer interview and/or support
 - 14.8. discipline procedures.

Police and PCYC

15. Police and PCYC can provide further assistance, through:

Police Assistance Line 131 444 NSW Police Community Portal	Emergency 000 https://portal.police.nsw.gov.au/s/login	Crime Stoppers 1800 333 000
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Police Youth Liaison Officers	PCYC
<i>Brisbane Water Police District</i>	
Gosford 4353 5599	Umina Beach 4344 7851
Terrigal 4379 4900	uminabeach@pcycnsw.org.au
Woy Woy 4379 7399	
<i>Lake Macquarie Police District</i>	
Belmont 4922 8899	Morrisset 4973 4766
Charlestown 4942 9999	morrisset@pcycnsw.org.au
Morrisset 4973 9999	
Toronto 4088 1099	
<i>Tuggerah Lakes Police District</i>	
The Entrance 4333 2999	Bateau Bay 4332 7000
Toukley 4390 1299	bateaubay@pcycnsw.org.au
Wyong 4356 6099	