

ITALIAN BILINGUAL SCHOOL

ANTI-BULLYING POLICY

1. Rationale

The Italian Bilingual School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying.

The Anti-Bullying Policy is part of the School's broader Welfare and Discipline Policies.

The Italian Bilingual School rejects all forms of bullying behaviour including online (or cyber) bullying.

The School believes that to be inviting, inclusive and just is to ensure that we work to promote the common good in our school and the wider community.

The School is inviting, inclusive and just by:

- embracing the diversity of people and cultures
- promoting collaborative practice
- encouraging staff to strive for growth
- providing staff with access to appropriate, growth-promoting development opportunities.

All children and young people have a right to an education that is free from discrimination, harassment and bullying. Students who are the targets of persistent bullying can suffer long-term psychological, social and developmental damage that can continue into their adult years.

2. Aims

Our school aims:

- To create an environment where everyone is equal regardless of any differences.
- To create an environment where all members are safe and feel they belong to the school community.
- To develop an ownership of the policy by all members of the school community.
- To develop a sense of responsibility amongst the school community for their actions.
- To provide consistent guidelines for the members to follow if rules are not kept and what are the appropriate consequences.
- To develop the idea of fair play and good sportsmanship that will continue in adult life.
- To fully inform parents of their child's behaviour to ensure growth and learning for all involved.

3. Definition

Bullying is defined as repeated psychological or physical oppression of a less powerful person or group of persons by a more powerful person or group of persons (Rigby, 1996) that creates a risk to mental and physical health and safety. Bullying is ongoing in nature and the bully is encouraged by another's pain, distress, fear and humiliation. Bullying may manifest itself in the form of emotional, social, verbal and/or physical incidents, all of which will cause distress.

Bullying is defined as intentional and repetitive hurting, tormenting, humiliating of one person or group by another person or group, where the relationship involves an imbalance of power either physically or psychologically.

Bullying can be considered illegal if it involves behaviours that include physical violence, threats, damaging property or stalking.

Violence, bullying and harassment affect everyone, not just the targets of bullies and the perpetrators themselves. It also affects those who witness the violence and aggression that is often associated with bullying and the distress and powerlessness of the victim or victims. Bullying behaviours can have a profound long-term effect on the culture of a school.

3.1 Bullying Behaviours

Bullying can take many forms. We consider the following to be some forms of bullying:

- *Physical:* hitting; pushing; tripping; kicking; spitting on others.
- *Verbal:* teasing; using offensive names; yelling or screaming abuse; constant criticism of a person; inappropriate comments about a person's appearance.
- *Non-verbal:* writing offensive notes, in any medium; graffiti about others; rude gestures.
- *Cyber-Bullying:* inappropriate use of information technologies, such as using email, websites or text messaging to hurt others; using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.
- *Psychological:* spreading rumours; hiding or damaging possessions.
- *Social-Emotional:* deliberately excluding others from a group; refusing to sit next to someone; overtly encouraging other people to actively ignore or avoid people.

- *Extortion*: threatening to take someone's possession, food or money.
- *Property*: stealing, hiding, damaging or destroying property.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying. These incidents will be addressed according to the Behaviour Management Policy and Discipline Policy.

4. Expectations and Responsibilities

The Italian Bilingual School has an anti-bullying policy in place to deal with bullying promptly and effectively. Strategies for dealing with bullying could involve mediation, disciplinary action, warnings, social skills programs, counselling and parental involvement as required.

At the Italian Bilingual School, we will:

- Talk openly about bullying, what it is, how it affects us and what we can do about it.
- Teach our children skills to build their self-esteem and enable them to take responsibility for themselves – and give them opportunities to practice these skills.

Bullying cannot be stopped by parents, students or teachers acting alone. We must all work together.

4.1 Responsibilities of staff

- To model appropriate behaviour at all times.
- To deal with reported and observed incidences of bullying as set out in this policy.
- To ensure that students are supervised at all times.
- To report incidences of bullying to the Principal as and when warranted.

4.2 Responsibilities of students

- To 'tell' a member of staff if they feel they are being bullied or see someone else being bullied.
- To help someone who is being bullied.
- To not bully others.

4.3 Responsibilities of parents

- To watch for signs that their child may be being bullied.
- To speak to someone on staff at the Italian Bilingual School if they know or suspect that their child is being bullied.
- To instruct their child to 'tell' a member of staff if they are being bullied.

Review

This policy will be reviewed according to the Co.As.It. Records Management Policy.

Related Policies	
<ul style="list-style-type: none"> • Child Protection Policy 	
Related Forms	
<ul style="list-style-type: none"> • Behaviour Notification Form 	
Prepared by: Valeria De Fina	Date: February 2003
Reviewed by: IBS Advisory Board	Date: April 2003
Reviewed by: IBS Advisory Board	Date: October 2005
Reviewed by: Glenda Fegent and Michelle Krikstolaitis	Date: April 2007
Reviewed by: Robert Ruggeri, Kim Irvine and Anna Formosa	Date: December 2009
Reviewed by: Colin May, Silvia Onorati, Lorenna Milano	Date: March 2015
Reviewed by: Giuseppina Pappalardo and Sara Villella	Date: March 2020
Approved by General Manager as delegate for the. Board on: April 2020	
Reviewed by: Sara Villella and Cristian Pisani	Date: February 2023
Reviewed by: Cristina Pisani and Enrichetta Parolin	Date: January 2025
To be reviewed in: January 2026	