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## **ANTI-BULLYING AT KTC (High School)**

- Two of KTC's core values are Derech Eretz and Nurturing. As part of our commitment to these values, KTC wants to be a place where students are treated with respect, feel safe, and can study without being bullied.
- Every member of the school community – staff, students and families – has a responsibility to help make this happen. This includes you. You need to help KTC be the place we all want it to be.
- All students at KTC have a responsibility to:
  - consider the impact of their actions on others;
  - respect the property and rights of the school community; and
  - report bullying.
- KTC also has separate guidelines about preventing bullying amongst staff members.

### What is bullying?

- Bullying usually means unreasonable repeated behaviour (including verbal, physical, social or psychological conduct) by a more powerful person or group of persons which is directed towards a less powerful person, and makes that person feel distressed, intimidated, humiliated, threatened or vulnerable. A person might be bullied for any reason - it might be that someone just does not like that person.
- It isn't usually bullying when:
  - students are not getting along or having a disagreement; or
  - students are involved in single incidents of nastiness or random acts of intimidation. A single act, particularly a violent act, might be considered bullying – however this is not usually the case.
- Bullying does include cyberbullying – that is, bullying that happens using information and communication technologies.
- One person can bully another without doing so deliberately or intentionally; but intention may be relevant in deciding what the consequences of the bullying should be.
- Often the person who does the bullying is a more powerful person; for example he/she might be stronger or older, or in a position of authority. But this is not always the case.
- For example, it might be bullying if someone repeatedly:

- teases you;
  - sends nasty or threatening text messages or emails to you;
  - spreads rumours or talks or sends messages about you behind your back, including in chat rooms and on Skype;
  - posts something negative about you (including embarrassing photos or video clips) on the internet including on social media sites like msn, Twitter, Facebook and MySpace;
  - makes you do things you don't want to do, including doing someone else's school work;
  - tries to isolate you, for example by preventing you from becoming friends with others or being part of a group;
  - makes threatening or rude signs to you;
  - damages or hides your things or steals your property; or
  - physically abuses you, including hitting, kicking or pushing you.
- It may also be bullying if someone threatens to do any of these things.
  - Some people might think that bullying is a joke, or shows that they are tough. This is not true. It is not funny or brave to bully someone. Bullying goes against KTC's values of Derech Eretz and Nurturing.

#### What can you do about bullying?

- If you think you are being bullied, don't ignore the problem or hope that it will just go away. Instead, if you can, you should ask the person responsible for the conduct to stop as soon as possible.
- If you do not feel that you can do this, or it doesn't work, you should talk to:
  - a teacher or the School Counsellor: the School Counsellor can help you develop ways to deal with situations when you are confronted by a bully. The School Counsellor can also arrange a meeting with you and the bully - only if you feel comfortable about this - to discuss and try to fix the situation.

#### AND/OR

- your parent or caregiver: if you feel more comfortable, tell your parent or caregiver about the bullying and ask that person to help you or speak to a teacher or the School Counsellor about it for you or with you.
- Bullying is a problem, and telling the truth about bullying is the right thing to do. It can help to stop you being bullied, and to stop other people being bullied in the future. Bullying usually continues if the bully thinks that he or she can escape consequences. Reporting bullying is not 'dobbing' – it is responsible adult behaviour to assist KTC to deal with the problem.
- You might think that things will get worse if you tell a teacher, parent or caregiver. But if you don't do something about it, the bullying may never stop.
- You should not try to hit back or gang up on someone who is bullying you. Doing this may make the situation worse, and you may end up being a bully too.

- If you see somebody else being bullied, you should also speak up. Often, if a witness to a bully's behaviour makes it clear that they will do something about it, the bully will stop. You should also tell a teacher or the School Counsellor – this will help KTC to stop further bullying. As a witness, you have a responsibility to report bullying, because the person being bullied may be too scared or upset to tell anyone. It is a mitzvah to help someone who is unhappy – including because that person is being bullied.
- If anyone reports bullying and tells the truth, he or she will not be punished.

#### What will KTC do about bullying?

- KTC wants to stop any bullying that happens within the school community. If any student has bullied another student, then KTC will take whatever action it considers appropriate, which might involve suspending or expelling the bully. Students involved in bullying incidents may also be required to go to counselling or participate in a behaviour management program.
- If a person lies about a bullying complaint or makes a complaint maliciously or otherwise in bad faith, KTC will take whatever action it considers appropriate, which might involve suspending or expelling relevant students.
- Depending on the specific circumstances KTC may call upon our Police Youth Liaison Officer (YLO) located at the Rose Bay LAC (Ph: 9632 6399) to support our anti-bullying policy. Our YLO might come into the school to assist with educating and providing awareness to the legal ramifications of bullying. KTC works closely with our YLO at Rose Bay to support our “Safe School” initiatives such as our anti-bullying policy.
- Any coordinator or the Principal, overseeing welfare issues may feel the need to contact our YLO for support in any of the above issues.

#### Any questions?

- If you have any questions about what bullying is or how to deal with it at KTC, please talk to your teacher, a Coordinator or the School Counsellor as soon as possible.