


AIHS Policy and Procedure		 AUSTRALIAN INTERNATIONAL HIGH SCHOOL
Doc #: PP-2.14	Title: Anti-Bullying	
NC: 6		
Rev #: 3	Approved By: School Principal	Date: 17/12/2024

1.0 Purpose

- 1.1** This policy and procedure outlines the processes for preventing, identifying, and responding to student bullying in Australian International High School (AIHS).
- 1.2** This policy aims to create a structured approach to eliminating bullying and to ensure that students, employees, parents, and the whole School community feel safe, supported, and respected within the school’s learning and working environments.

2.0 Policy Statement

- 2.1** AIHS is committed to maintaining a safe, supportive, and respectful environment where all members of the school community can engage in learning and collaboration without fear of bullying. Bullying in any form is taken seriously and will not be tolerated.
- 2.2** The school actively works to prevent and address bullying by promoting awareness of individual rights and responsibilities, fostering a culture of respect, and offering guidance on how to seek assistance.

3.0 Scope


- 3.1** This policy and procedure applies to all forms of bullying behaviour by students, including cyberbullying, that occur in the school, and off school premises and outside of school hours when the behaviour has a direct or significant impact on the school community or the well-being of its members.

3.0 Definitions

- 4.1 Bullying** – It is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. It can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.
- 4.2 Cyberbullying** – Bullying through information and communication technologies.

5.0 Responsibilities

- 5.1 Principal** – Is responsible for:
- ensuring that AIHS implements the Anti-bullying Plan;
 - reviewing AIHS’s Anti-bullying Plan in liaison with the Teachers at least every three years and submits is to the Executive Director for approval;

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- informing staff members of the AIHS's Anti-bullying Plan.

5.2 Staff – Has a responsibility to:

- respect and support students;
- model and promote appropriate and positive behaviour;
- have knowledge of AIHS policies relating to bullying behaviour;
- respond in a timely manner to incidents of bullying according to the AIHS's Anti-bullying Plan.

5.3 Teacher – Responsible for providing curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community. Models and promotes appropriate behaviour and respectful relationships.

5.4 Student – Has a responsibility to:

- behave appropriately, respecting individual differences and diversity;
- behave as responsible digital citizens;
- follow AIHS Anti-bullying Policy and Procedure;
- behave as responsible bystanders;
- report incidents of bullying according to AIHS Complaints and Appeals Policy and Procedure.

5.5 Parents and Caregivers – Parents and caregivers have a responsibility to:


- support their children to become responsible citizens and to develop responsible online behaviour;
- be aware of AIHS Anti-bullying Policy and Procedure and assist their children in understanding bullying behaviour;
- support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan;
- report incidents of school related bullying behaviour to AIHS;
- work collaboratively with AIHS to resolve incidents of bullying when they occur.

5.6 The School Community – All members of the school community have the responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community;
- support AIHS's Anti-bullying Plan through words and actions;
- work collaboratively with the school to resolve incidents of bullying when they occur.

6.0 General Guidelines

- Bullying does not include isolated conflicts, disagreements, or fights between equals unless they form part of a pattern of behaviour that becomes repetitive or targeted.


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- Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all staff, students, parents, caregivers and members of the wider school community.
- All members of the school community contribute to the preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.
- The Principal is responsible for overseeing the implementation of this policy and procedure within the school and is responsible for reporting outcomes to the Executive Director.
- The Complaints and Appeals Policy and Procedure provides the framework for managing complaints, including those related to how incidents of bullying are addressed. This policy must be consistently followed across all school environments.
- The School will provide ongoing education and training for staff and students to raise awareness about bullying, its impact, and appropriate ways to respond.
- All reported incidents of bullying will be taken seriously, documented, and addressed promptly in a manner that ensures confidentiality and fairness.
- Measures to address bullying will prioritise the safety and well-being of the victim, while also promoting accountability and behavioural correction for the perpetrator.

6.0 Anti-Bullying Plan

Anti-Bullying Plan includes:

- Strategies which may include:
 - Developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying.
 - Developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
 - Maintaining a positive climate of respectful relationships where bullying is less likely to occur.
 - Developing and implementing programs for bullying prevention.
 - Embedding anti-bullying messages into each curriculum area every year.
 - Developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
 - Developing and implementing early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour.
 - Developing and publicising clear procedures for reporting incidents of bullying to the school.
 - Responding to incidents of bullying that have been reported to the school quickly and effectively.
 - Matching a planned combination of interventions to the particular incident of bullying.
 - Providing support to any student who has been affected by, engaged in or witnessed bullying behaviour.

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- Providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
- Contact information for appropriate support services such as Kids Helpline.

Anti-bullying Plan is reviewed by the Principal in liaison with the Teachers at least every three years and submits it to the Executive Director for approval.

8.0 References

- 8.1 AIHS Complaints and Appeals Policy and Procedure
- 8.2 AIHS Student Handbook
- 8.3 Kids Helpline – 1800 55 1800
- 8.4 Bullying. No Way! (www.bullyingnoway.gov.au)
- 8.5 AIHS Discipline Policy and Procedure

9.0 Appendices

- 9.1 NSW Mandatory Reporter Guide
- 9.2 AIHS Anti-Bullying Plan