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## ANTI BULLYING POLICY

### PURPOSE

Woodbury is committed to providing a safe, inclusive, and supportive environment where all students can learn and thrive without fear of bullying. This policy outlines our approach to preventing, identifying, and addressing bullying, with special consideration for the unique needs of our students.

### DEFINITION OF BULLYING

Bullying is defined as repeated and intentional behaviour that causes physical, emotional, or social harm. It may include verbal, physical, social, or cyberbullying. At our school, bullying is considered through the lens of autism, where misunderstandings or miscommunications may arise due to differences in social and emotional processing.

Bullying behaviours may include:

- Verbal abuse (e.g., name-calling, teasing, threats).
- Physical aggression (e.g., hitting, kicking, pushing).
- Social exclusion or manipulation.
- Cyberbullying (e.g., online harassment, inappropriate messaging).

### SCOPE OF THE POLICY

This policy applies to all members of the school community, including students, staff, parents, and visitors, during school hours, at school events, and online.

### Prevention Strategies

#### 1. Education and Awareness

- Regularly incorporate social-emotional learning (SEL) and positive behaviour support programs into the curriculum.
- Provide staff training on recognising and addressing bullying behaviours, particularly within the context of autism.



## 2. **Creating a Positive School Environment**

- Foster a culture of kindness, empathy, and respect through consistent modelling and reinforcement.
- Celebrate diversity and promote understanding of individual differences.

## 3. **Supervision and Monitoring**

- Ensure appropriate supervision in all areas, including playgrounds, classrooms, and online platforms.
- Use visual aids and clear communication strategies to help students identify and report bullying.

## **RESPONDING TO BULLYING**

### 1. **Reporting**

- Students, staff, or parents may report bullying to a trusted teacher, support staff or the Clinical Director. Reports can be made verbally or in writing.

### 2. **Investigation**

- All reports will be taken seriously and investigated promptly.
- Investigations will consider the perspectives of all parties, with sensitivity to communication needs and potential misunderstandings.

### 3. **Intervention**

- Bullying behaviours will be addressed using restorative practices where appropriate.
- Support will be provided for both the victim and the student exhibiting bullying behaviours, focusing on skill-building and behaviour change.

### 4. **Consequences**

- Consequences for bullying may include mediation, loss of privileges, or, in severe cases, suspension.

### 5. **Support**

- Counselling and social skills training will be available to all students involved.
- Parents will be kept informed and involved in developing strategies for resolution.



### **MONITORING AND REVIEW**

- The policy will be reviewed annually in consultation with students, parents, and staff to ensure its effectiveness.
- Regular surveys and feedback mechanisms will be used to monitor the school's bullying climate.