Pennant Hills High School embraces the philosophy of a safe and happy school for all students and staff. Staff, students and parents of the school community share the responsibility for ensuring a safe and caring environment in which everyone strives to be compassionate and tolerant and to develop the confidence to express their talents.

All members of the school community have a responsibility to:

- Model and promote positive relationships and accept individual differences and diversity within the school community
- Support the school’s Anti-bullying Plan through words and actions
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Provide an environment that promotes effective learning and harmonious relationships.

**What is bullying?**

Bullying 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. Cyber bullying refers to bullying through information and communication technologies.

Bullying 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.

**Action plan**

For bullying to stop, the school community needs to know that all incidents **MUST BE REPORTED.** When it is reported action will be taken to make it stop.

It is essential that the whole school community share the responsibility for dealing with bullying if and when it occurs in order to provide a pleasant and harmonious atmosphere for everyone.

Pennant Hills High School has an action plan which outlines a staged approach to incidents of bullying which primarily aims to develop good relationships amongst students, facilitates conciliation when students are in conflict and sets firm limits on behaviour which causes distress to others.

All staff at Pennant Hills High School have a responsibility to:

- Be aware of what constitutes bullying and have knowledge of school and departmental policies relating to bullying behaviour
- Respect and support students
- Model and promote appropriate behaviour
- Respond in a calm and timely manner to incidents of bullying according to the school’s Anti-bullying Plan
- Set an example of appropriate conflict resolution strategies
- Be proactive in preventing build up of abusive behaviour through vigilance in supervision and duty of care.
Students of Pennant Hills High School have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Be aware of what constitutes bullying and maintain harmonious relationships with their peers
- Follow the school Anti-bullying Plan
- Report incidents of bullying according to the school Anti-bullying Plan
- Behave as responsible bystanders
- Encourage their peers to seek support when they feel they are being bullied
- Ensure that their actions do not adversely affect the safety and well-being of others.

Parents can assist in the prevention of bullying by:

- Supporting their children to become responsible citizens and to develop responsible on-line behaviour
- Being aware of the school Anti-bullying Plan and assisting their children in understanding bullying behaviour
- Reinforcing the importance of harmonious relationships and the unacceptability of bullying
- Supporting their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- Reporting incidents of school related bullying behaviour to the school
- Encouraging effective conflict resolution techniques
- Supporting the schools policy and guidelines
- Working collaboratively with the school to resolve incidents of bullying when they occur.