



# Trinity Grammar

Trinity Grammar uses a combination of straightforward messages, dedicated trained staff, and student monitoring to keep bullying behaviour to a minimum.

## Tell us about Trinity Grammar School

Trinity Grammar School is a boys' school in Kew. We have 1330 students from prep to year 12, with senior school students drawn from more than 40 primary schools.

Our aim is to provide a learning environment which is both nurturing and challenging, where young people enjoy a diversity of opportunities which shape their development as well-adjusted, happy and contributing members of the community.

## What Trinity's anti-bullying program?

Our program has three main areas of focus.

Firstly, we train a group of dedicated staff who students can speak to about bullying behaviour they have witnessed or been involved in. These staff are our year level co-ordinators, their deputy co-ordinators, school counsellors and the Deputy Headmaster. We make sure all students know that these are the people to speak to.

Secondly, we empower students to speak up against behaviour they find unacceptable, using straightforward and direct language, for example "I don't like that" or "please stop doing that". This is

a simple way of making sure students know when their behaviour is over the line. If the behaviour continues we ask students to report it as soon as possible. When dealing with incidents that have been reported, staff can easily find out whether the student involved was asked to stop. This avoids confusion over various sides of the story and who 'started' a conflict.

Finally, we survey students by year group from years 3-12 every term 3. This lets us check on the atmosphere in the year group, whether there are any particular issues, how well the anti-bullying program is working and whether there are students who should be praised for being especially helpful, or monitored for being involved in ongoing bullying behaviour.

## How was the program developed?

The program was brought into the school with the incoming Deputy Headmaster in 2000. Staff were given external training in recognising what constitutes bullying behaviour as well as ways to deal with such behaviour when it happens. Since then staff have been trained within the school, and the program has been maintained internally.



## How does the program work?

Students are empowered to speak up against bullying behaviour, and report it to a designated staff member as soon as possible. Staff then review the incident, speak to the students involved directly and monitor for any ongoing issues. Every two weeks the relevant staff have a debriefing meeting with our pastoral care team, in which they discuss particular incidents, their responses, and monitor any ongoing issues. This debriefing is based on a model for staff issue management used in a clinical setting by the Austin Hospital.

Every year we survey each year group of students, and staff will accordingly monitor students who are involved in incidents, as well as the layout of the school to find out if there are particular places, times or students who come up repeatedly. These issues are then dealt with in turn.



## Has it been a success?

It has been very successful. Obviously in a boys' school with a large number of students there is a need to monitor competitive behaviour and conflicts will naturally arise. Since 2000 when the program began, incidents of bullying and confrontation have dropped hugely to remain at a consistently very low level.

## What is the future for the program?

We plan to continue the program into the foreseeable future.

## Contact

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