

Anti-Bullying and Harassment Policy

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Background

Bullying is when one student (or a group) keeps picking on another student again and again to upset or hurt them. They might hurt them physically, try to socially isolate them or say and do many mean or humiliating things to them.

Although it's neither respectful nor acceptable if someone behaves in a mean or aggressive way on one occasion, it isn't bullying. A fight or disagreement between students of equal power or status isn't bullying.

Not all distressing or hurtful behaviour is bullying. For example a single incident of malicious or aggressive behaviour. Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.

Policy Statement

Bullying and harassment in all its forms have no place in the Whyalla High School community. Respect, care, consideration and co-operation are fundamental to providing an environment free from bullying and harassment.

Definitions

Bullying

Bullying is repeated verbal, physical, cyber or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Conflict or fights between equals and single incidents are not regarded as bullying. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.

Examples of bullying:

Verbal or written	<i>name calling, taunting, ridiculing, mocking, threatening, suggestive comments, spreading rumours, written note, unfair criticism, spoken or written insults, homophobic, racial, cultural and/or sexist comments</i>
Physical	<i>hitting, shoving, pushing, touching, pinching, biting, kicking, grabbing, spitting, slapping, cornering/ blocking, damaged possessions, defacing property, gestures</i>
Cyber	<i>sending mean emails, texts or instant messages, posting hurtful things on social media, spreading rumours or gossip online, making fun of others in online chats, creating fake accounts/ profiles, threatening or intimidating someone online or in text, sharing photos or videos online without permission</i>
Social/ Emotional	<i>forming groups to leave out, excluding others, ignore and disrespect, influencing, ganging up, staring, intimidation, racial, ethnic, homophobic or religious slurs, negative body language, encouraging others to be involved in bullying or harassment</i>

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Cyber-bullying

Cyber-bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies - such as e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging) - with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.

Reporting

All acts of bullying and harassment will be recorded and acted upon. A Bullying Incident Report Form will be available to all staff, students and parents/ community members. This form can be located in the counsellor's offices, M6, student services, classrooms and can be downloaded from the school website. When the form is completed it may be forwarded to a member of the leadership team for action.

All incidents of bullying should be reported.

Responsibilities

Leadership Team	Teachers	Students	Parents & Caregivers
<ul style="list-style-type: none"> Model courtesy and consideration of others. Clarify system responses of bullying and harassment. Alert Care Group teachers to their roles as promoters of timely and proactive discussion. Ensure student diaries and other documents with policy statements are written in up-to-date terms. Place information in the staff and student handbooks, newsletters, staff and student notices, highlight expectations at staff meetings, parent meetings and student assemblies. Ensure all reports acted upon, documented and stored correctly. 	<ul style="list-style-type: none"> Model courtesy and consideration of others. Be aware of and watch for signs of bullying. Be aware of the underlying principles of this policy and act to create a supportive teaching and learning environment, free of bullying and harassment. Be aware of incidents of harassment in their classes and while on duty in the school. Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community. Support students in developing confidence in making a stand against bullying and harassment. Report all incidents of bullying so that those bullied can see that the school acts to prevent bullying. Complete a Bullying Incident Report Form and pass it on to a leader. Advise Counsellor or Deputy Principal of the impact of bullying on their students. 	<ul style="list-style-type: none"> Treat everyone with courtesy. Be aware of what can be interpreted as harassing or bullying comments and behaviours. Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community. Tell a bullying person that he/she doesn't like the behaviour and to stop. If not confident, ask an adult to act on his/her behalf. Take appropriate action when they observe others being bullied. Be compassionate, empathetic and understand the effects of bullying on individuals and groups in our society. Report incidents of bullying whether it happens to you or not. 	<ul style="list-style-type: none"> Model courtesy and consideration of others. Know the signs of possible bullying and watch for them. Be aware of the range of bullying comments and behaviours. Speak to own children about what constitutes bullying and harassment. Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community. Inform the school of any incidents of bullying. Support the school in addressing bullying. Remind children and young adults that they are highly valued and assist them in maintaining a positive self-worth. Discuss positive strategies rather than getting even. Be available and ready to listen to reports of bullying.

Signs of bullying

Each student is being bullied or is bullying others will respond and act differently. Teachers and parents/carers need to be alert to the possibility that the change in behaviours and moods is related to bullying.

Signs a teacher might notice include if a student:	Signs a parent or carer might notice include if their child:
<ul style="list-style-type: none"> becomes aggressive and unreasonable starts getting into fights refuses to talk about what is wrong starts to do considerably more poorly in academic work. <p>Less obvious signs could include if a student:</p> <ul style="list-style-type: none"> is often alone or excluded from friendship groups at school is a frequent target for teasing, mimicking or ridicule at school changes their willingness to speak up in class withdraws from friends and activities they previously enjoyed appears insecure or frightened in the classroom. 	<ul style="list-style-type: none"> doesn't want to go to school or participate in school activities changes their method or route to school or is frightened of walking to school drops in academic performance changes in sleep and/ or eating patterns has frequent tears, anger, mood swings takes money from home has unexplained bruises, cuts, scratches loses or brings home damaged belongings or clothes <p>The signs of possible bullying online can be the same, but include other behaviours with phones and computers, for example:</p> <ul style="list-style-type: none"> being hesitant about going online seeming nervous when an instant message, text message or email appears being visibly upset after using the computer or mobile phone, or suddenly avoiding it closes the screen, or hides the mobile phone when others enter the room spending unusually long hours online in a more tense, pensive tone receiving suspicious phone calls, emails or packages.

Actions

Upon receiving a report a school leader will enact the school bullying and harassment procedures.

- Ask the student if he/she wants to make a formal complaint of bullying or harassment to be recorded
- Offer support through advocacy, counselling or parent/caregiver
- Collect and record documentary evidence about the incident.
- Meet with the suspected bully to gather and record further evidence.
- Contact the parents or guardians of the students involved.
- In the specific case of perceived sexual, racial or religious harassment the school will investigate the matter which may include:
 - Asking for detailed information about what happened.
 - Examining any offensive material that has been shown, sent or given to you, which may also be confiscated/handed to the police.
 - Gathering information from others at the school.
 - In the case of suspected criminal behaviour, such as an assault, a report to the police will be made.

Prevention Strategies

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, civics and citizenship and as part of an integrated curriculum focusing on ethical behaviour.
- Educating for Rights and Responsibilities:
 - Year 8 and 9: In the Care Group sessions anti-bullying and harassment topics will be delivered.
 - Year 10: Students are led through preparation for Work Experience, in sessions defining workplace harassment and grievance procedures
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, and problem-solving strategies.
- Going through this policy with the students.
- Develop policies which promote student safety.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local and state wide agencies.

Intervention Strategies

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be responsible bystanders.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post-intervention Strategies

Post-intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Follow up counselling for students who are victims or perpetrators of bullying to ensure they feel safe at school and remain connected to the school following an incident.
- Talking with parents or caregivers about strategies.
- Reviewing and evaluating behaviour codes, procedures and policies to make sure they are effective.

Training and Development

All staff will be presented with information with respect to bullying and harassment, training in Be You education, The Child Protection Curriculum, Teaching for Effective Learning, The Student Well Being Document, The Australian Curriculum and Bullying Intervention Strategies will be an ongoing focus.

Related Information

The National Safe Schools Framework

Cyber safety: Keeping Children Safe in a Connected World

DECD Sexual Harassment Prevention Policy, 2011

Safer DECD Schools

WHS Behaviours for Learning Policy

Bullying Reporting and Action Process

