SALISBURY HIGH SCHOOL
BULLYING AND HARASSMENT POLICY

DEFINITIONS:

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. Bullying of any form or for any reason can have long term effects on those involved including bystanders.*" (Bullying and Harassment at school, DECD pamphlet)

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; ability or disability and that offends, humiliated, intimidates, or creates a hostile environment. Harassment may be an ongoing pattern of behaviour or it may be a single act.*" (Bullying and Harassment at school, DECD Pamphlet).

Cyber Bullying: "*Cyber bullying includes text or images posted on personal websites or transmitted via email or mobile phones.*" (Bullying No Way website)

RATIONALE:

The school community will work together to provide a positive culture where bullying or harassment is not accepted, and where all members feel safe and secure regardless of gender, sexuality, disability, race, culture or religion.

Bullying and Harassment can be the physical, verbal or written intimidation of individuals or groups. It may occur at school, on the way to or from school or, in the case of cyber bullying, on-line after school hours.

AIMS:

To reinforce within the school community what bullying/harassment is, and the fact that it is unacceptable.

To acknowledge that the whole school community is responsible for providing a safe, secure learning environment for our diverse range of students.

To remind everyone within the school community that they should be alert to signs and evidence of bullying and/or harassment and that they have a responsibility to report it to staff whether they are an observer or victim.

To seek parental/caregiver and peer-group support and cooperation at all times.

All staff will:

Work together to create a school climate in which bullying/harassment is less likely to occur: by modelling respectful behaviour, maintaining good classroom management and ensuring that identified students are monitored and embracing Positive Education.

Actively discourage bullying/harassment by: being observant, actively intervening to stop harassment, initiating procedures, providing advice and support, and helping students to access additional support if needed (e.g from Student Services).

Respond to all bullying and harassment incidents in the classrooms and yard even though they may not be responsible for students who are involved at that time.

Document bullying and harassment incidents as per school procedures: by completing referral forms and providing feedback for staff, students and parents/caregivers.

Participate in Professional Training and Development on strategies to reduce Bullying and Harassment.

Support awareness raising programs that empower students with skills to deal effectively with Bullying or Harassment.

Students will be supported to:

Treat other students and staff with respect at all times.

Report all incidents of bullying and harassment to a class teacher, other trusted teacher, Counsellor or Senior Leader - even if they are not directly involved.

Be compassionate, empathetic and understand the effects of racism, sexual and disability harassment and bullying on individuals and groups within our society.

Develop appropriate skills and behaviours in communicating and working effectively with people from a variety of backgrounds and awareness of how Bystanders can be 'Hurtful or Helpful'.

Parents/Caregivers will be encouraged to:

Be observant of any signs of distress in their child. These could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, request for extra pocket money, damaged clothing or bruising.

Make contact with the Care Teacher or a Counsellor immediately if they think their child is being bullied or harassed. If dissatisfied with the results from this initial contact, parents are advised to inform the appropriate Assistant Principal.

Contact the appropriate Senior Leader immediately if they believe that their child is being bullied by a teacher.

Sign the 'Block the Bully Declaration' each year (in child's diary) to indicate that they support the school's policy.

Our procedures for managing Bullying & Harassment

It is recognised that there is no ideal intervention that will be effective in all situations. We need to take into account the different needs of different people in different settings.

In responding to Bullying and Harassment the following factors will be taken into account:

- The nature and severity of the action.

- The frequency and duration of the acts.

- The physical and emotional impact.

The Police will be involved if:-

- any students or staff are assaulted

- it is suspected that an e-crime has been committed (i.e. involving the internet or mobile phones)

Recording and Reporting on incidences of Bullying & Harassment

Incidents of Bullying and Harassment will be recorded on EDSAS.

An in-school data base of all Bullying incidents will also be maintained to enable counsellors and other leaders to identify where support is needed.

THE SALISBURY HIGH SCHOOL
BULLYING and HARASSMENT POLICY

At Salisbury High School we value: Relationships, Respect, Honesty, Success and Organisation.

What is Bullying and Harassment?

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. Bullying of any form or for any reason can have long term effects on those involved including bystanders."

(Bullying and Harassment at school, DECD Pamphlet)

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 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."

(Bullying and Harassment at school, DECD Pamphlet)

Cyber Bullying: "Cyber bullying includes text or Images posted on personal websites or transmitted via email or mobile phones."

(Bullying No Way website)

Ways you can help yourself

➢ Sign the 'Block the Bully' Declaration
➢ Be confident and assertive
➢ Respond calmly, do not react aggressively
➢ Choose a place that is safe for you around the school
➢ Treat people the way you would like to be treated

Who can you talk to for help?

➢ Friends
➢ Parents/Caregivers
➢ Care teachers
➢ Staff you trust
➢ Counsellors
➢ Kids Helpline 1800 551 1800

Reporting an Issue

➢ Contact a staff member or Counsellor
➢ Complete an incident report
➢ If applicable, provide evidence

Follow up

➢ Check the signing of the accepting of 'Block the Bully' Declaration
➢ Support given by staff member (s) and/or Counsellor (s)
➢ Individual or group counselling involving the students bullying or harassing
➢ If necessary, information to be passed on to Middle/Senior School Leaders.
➢ Incidents will be recorded on EDSAS and the school's data base.

If the bullying and harassment continues

Disciplinary actions

➢ If necessary, Referral form to Care Teacher
➢ Bullying and Harassment Agreement form to be completed with parent contact
➢ Detention, suspension, exclusion, possible Police involvement and/or legal action may occur

---