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*Policy: Anti Bullying and Anti  
Harassment Policy*

*School: Benalla P-12 College*

*Section: General 1.1*

*Version: Three*

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## **Anti Bullying and Anti Harassment Policy**

### **Benalla P-12 College has a Zero Tolerance to Bullying, Harassment and Violence**

Bullying, including cyber bullying, harassment, violence and swearing, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students to be responsible and productive members of this community.

#### **Basics Beliefs:**

The school will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

#### **Implementation:**

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullying behaviour is that which deliberately sets out to intimidate, exclude, threaten, discriminate against, sexually harass and/or hurt others; typically on a repeated basis. Bullies can operate alone or as a group. Bystander bullying is being part of a group where bullying behaviours are occurring and not taking action.

Cyber Bullying is when someone is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another individual using the internet, social media, interactive and digital technologies or mobile phones.

#### **Types of Bullying**

There are three broad categories of bullying:-

- **Direct physical bullying** e.g. hitting, tripping, and pushing or damaging an individual's property.
- **Direct verbal bullying** e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
- **Covert bullying** - This is harder to recognise and often carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:
  - lying and spreading rumours
  - playing nasty jokes to embarrass and humiliate
  - mimicking
  - encouraging others to socially exclude someone
  - damaging someone's social reputation and social acceptance
- **Cyber Bullying** - Involves the use of email, text messages, pictures, video recordings or chat rooms to humiliate and/or distress.

- **Responsibilities of principals, staff, students and parents**
- Incidents of bullying should be immediately reported to the classroom teacher or Year Level coordinator, Chaplain, Youth Worker, School Nurse, and Campus Principal and accurately recorded on SENTRAL by that member of staff.

***The principal will ensure:***

- All staff undergo professional development which addresses prevention and management of bullying behaviour and staff responsibilities, concerning this issue.
- Specific bullying incidents will be managed by no blame, restorative or punitive approaches following the procedures contained within the Student Engagement and Well-Being Policy.
- All students actively participate in class lessons and whole of campus activities that specifically focus on anti-bullying eg National Day Against Violence & Bullying.
- Surveys are regularly administered to all or a random selection of students, parents and teachers to monitor incidents of bullying.
- Staff and students induction includes anti-bullying policy.
- Students are provided with orientation in anti-bullying policy, at key transition stages (eg Years 5, 7,10),
- All parents have access to the school's anti-bullying policy, the DET Bullying and harassment at school: Advice for parents and caregivers leaflet

***School staff members will:***

- Develop and foster positive relationships with students and families.
- Communicate and interact effectively with students and engage in cooperative problem-solving relationships to address issues of bullying.
- Participate in developing, implementing and reviewing the school's anti-bullying policy, curriculum and in-service offerings, and the procedures for managing incidents of bullying.
- Critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully.
- Establish, maintain, make explicit and model the school's expectations relating to bullying.
- Participate in training and development related to decreasing bullying in schools.
- Support students to be effective bystanders.

***Parents will:***

- Keep the school informed of concerns about behaviour, their children's health issues or other matters of relevance.
- Communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise.
- Follow up on these concerns and, if necessary, contact the Regional Office if the concerns are not resolved following intervention by the principal.
- Students will support the school in maintaining a safe and supportive environment

***How to Recognise a Student being Bullied***

- Students who are being bullied or harassed may not talk about it with their teachers, friends or with the school's counsellors. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell tales'.
- This is why parents and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or they have some other concern.

***Signs***

- Some signs that a student is being bullied may be:
- unexplained cuts, bruises or scratches
- damaged or ripped clothing
- vague headaches or stomach aches
- refusal to go to school
- asking for extra pocket money or food
- tearfulness, anxiety or difficulty sleeping
- 'hiding' information on mobile phones, emails or in comments on their social networking pages.

### **Actions**

- Incidents of bullying will be followed up and acted on immediately. Sanctions will be appropriate to the severity of the offence. In extreme cases, under the Regulations pursuant to the Education Act, principals can suspend or exclude students from attendance at school if they:
  - ... act in a manner that threatens the safety or well being of a student or member of staff of, or other person associated with the school (including by sexually harassing, racially vilifying, verbally abusing or bullying that person).
- Students who are victims or perpetrators of bullying will be provided with support and assistance after the problem has been resolved and monitored following the incident.
- The education of our school community will involve consistent references about our school values to support the development of a wider, caring school community. Newsletters will contain updates about what constitutes bullying, how to help victims and bullies, communication with the school, how the school responds to bullying, parent sessions and counselling.
- The policy will be made available on the school website.

### **Resources**

- *Safe Schools are Effective Schools*
- *Bullying Solutions :Evidence based approaches to bullying in Australian schools* – McGrath H & Noble T (ed)
- *Don't be a Bully Bystander* – Ryebuck Media

### **Basis for discretion:**

The basis for discretion lies with the Principal as an operational matter.

**Date ratified by Benalla P-12 College Council: 28 May, 2018**

**Recommended date for review: May, 2020**

<b>Date Implemented:</b>	<b>December, 2013</b>
<b>Reviewed and Amended Version One</b>	<b>June, 2015</b>
<b>Reviewed and Amended Version Two</b>	<b>May, 2018</b>