SECTION ONE: GENERAL

1.1 Anti Bullying and Anti Harassment Policy

Agreed Understandings:
The school has the responsibility to foster an education environment where every attempt is made to eliminate barriers to learning and where all feel safe and valued. Our school has a ‘zero tolerance’ to bullying and harassment and is committed to working towards the eradication of these behaviours from the school community.

Definition
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 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, interactive and digital technologies or mobile phones.

Types of Bullying
There are three broad categories of bullying:-

1. **Direct physical bullying** e.g. hitting, tripping, and pushing or damaging an individual’s property.

2. **Direct verbal bullying** e.g. name calling, insults, homophobic or racist remarks, verbal abuse.

3. **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
4. **Cyber Bullying** - Involves the use of email, text messages, pictures, video recordings or chat rooms to humiliate and/or distress.

**Guidelines:**
1. Bullying may occur between various members of a school community (students, staff, parents and volunteers). Policy implementation strategies must be developed and owned by all shareholders and apply during excursions, camps and all on and off site activities.

2. This policy also relates to the school's policies on use of mobile phones and other electronic devices, the OHS policy, Student Well-being and Engagement Policy and all Department policies related to the wellbeing of staff, students and parents.

**Implementation:**
1. All staff will undergo professional development which addresses prevention and management of bullying behaviour and staff responsibilities.

2. Procedures should be implemented to encourage individuals to report incidences of bullying. Staff and students will be trained in how to recognise the signs or evidence of bullying. Staff and students will be informed that it is their responsibility to report bullying whether the person is an observer or victim.

3. General management will include the regular discourse between staff, students and parents.

4. Bullying incidences should be immediately discussed, reported and accurately recorded.

5. Specific bullying incidents may be managed by no blame, restorative or punitive approaches following the procedures contained within the Student Engagement and Well-being Policy.

6. Preventative strategies such as playground changes and appropriate classroom strategies will be monitored and adjusted accordingly.

7. Preventative programs and structures such as anti-bullying curriculum and parent education e.g. Cyber Safe will be implemented.

8. 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.

9. The policy will be made available on the school website

**Resources**
- *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 of ratification by council:** 15/08/12

**Recommended date for review:** August 2013