



BULLYING AND HARASSMENT POLICY

RATIONALE

Our school is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear policy on bullying (including cyber bullying) and harassment will inform the community that **bullying and harassment in any form or shape will not be tolerated**. Belmore School has a strict 'ZERO TOLERANCE' to any form of bullying and harassment. This includes but not limited to; inappropriate sexualised behaviour, bullying, verbal abuse, cyber bullying, social exclusion and any form of psychological distress caused by another person.

AIMS:

- To reinforce within the school community that no form of bullying, violation or harassment is acceptable.
- Everyone within the school community is alerted to signs and evidence of bullying and has a responsibility to report it to staff whether as observer or victim.
- Everyone within the school community is mandated to comply with the child safety and disability standards.
- To ensure that all reported incidents of bullying, abuse, violation or harassment are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.
- To provide a fair and supportive work environment free of harassment, that promotes personal and professional respect, and provides physical and emotional safety for all.
- To support all members of school community to display commitment and high professionalism to create and promote child safe and misconduct-free learning and working environment to all members of the school.

What are bullying, cyber bullying and harassment?

Bullying is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

Cyber-bullying consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcomed or offensive to a person.

Our school will actively promote a positive and welcoming personal environment for all members of the school community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected and students and staff will be enabled and supported in their pursuit of learning and teaching.



BROAD GUIDELINES

- Bullying behaviour may not be intentional at Belmore School, however, the impact of bullying affects other students or staff members involved and is addressed in this policy.
- The effects of bullying are very individual and the school relies on the vigilance of staff and parents to observe changes in student behaviours and attitudes.
- The physical effects may be obvious, but the emotional effects are often difficult for the students to communicate.

A school-wide approach will be taken to deal with bullying (including cyber bullying) and harassment in a consistent and systematic way.

All members of the school community will apply a positive and encouraging approach to engagement with students promoting an awareness of inappropriate behaviour and that it is ok to report and talk about how the student feels.

All new **families** and staff will be informed of the child safety, bullying and harassment policies and practices at the commencement of their time at the school.

All complaints of bullying or harassment will be heard in confidence and taken seriously.

- Anyone who experiences or witnesses bullying or harassment should report it as soon as possible. When bullying or harassment is reported, it will be investigated quickly and in accordance with school procedures.
- The principal will immediately investigate all complaints of workplace bullying or harassment.
- Staff members who abuse, bully or harass others will be subjected to Department of Education disciplinary processes.
- Staff members who breach the compliance of child safety and disability standards will be subjected to Department of Education disciplinary processes.
- Parents or community members who bully or harass members of our school will be managed in accordance with the law.
- Unresolved school-level issues may be referred by the principal, or the parties involved, to the appropriate authorities.
- All claims of abuse, bullying or harassment will be treated confidentially, documented, and promptly and constructively addressed with the appropriate authorities if required.
- The privacy, rights and sensitivities of all individuals involved will be protected.

Our school will implement preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues.

There will be disciplinary consequences, covering a range of strategies, for those in breach of the Anti-Bullying (including cyber bullying) and Anti- Harassment Policy, guidelines and procedures (see Appendix A).

IMPLEMENTATION

Program

Constructive strategies to deal with harassment will include: education in coping strategies; assertiveness training; problem solving and social skills; counselling and behaviour modification. These strategies will be employed in preference to punitive sanctions and negative consequences.



The Anti-Bullying and Anti-Harassment Policy of the school will be widely promoted to students, staff, parents/carers and the local community.

A copy of the policy will be included in the Student Enrolment Package and be available on the school website while new staff will receive extensive documentation as part of the school's induction process.

The school leadership team and the teachers will work together to ensure the safety of all school members in situations of inappropriate behaviour, bullying (including cyber bullying) and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.

If a teacher feels a student is at serious and imminent risk from bullying (including cyber bullying) and harassment then it is their professional duty to pass on the information to an the school well-being team in order to ensure appropriate support for the student through the agreed well-being and referral protocols. It is important that teachers fully document their interaction with the student and to verify the actions taken.

All response management to claims of abuse, bullying and harassment including actions taken to support both victims and offenders will be documented. All information will be managed and stored in a secure and confidential manner. Student programs will be implemented to raise student awareness about inappropriate behaviour, bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and workers. The curriculum will include anti-bullying messages and strategies in line with current DET materials e.g. 'The Friendly Schools' and 'No Blame Approach to Bullying' programs.

Professional development will be provided for staff relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.

School staff members will have access to resources such as books, kits and on-line P.D. activities to assist in responding appropriately to bullying (including cyber bullying) and harassment issues.

Disciplinary consequences for inappropriate behaviour, bullying (including cyber bullying) and harassment will comply with the school's Welfare and Discipline Policy. The principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education Training (DET) guidelines.

In response to these concerns the school has identified a range of whole school preventative strategies.

These include:

- Curriculum programs based on Personal Development to promote a whole school approach to teaching social skills, including understanding relationships, appropriate behaviour and protective behaviours.
- Open communication between school and home, and parent information forums.
- Using the strategies developed in the 'Promoting Positive Behaviours' online program to manage challenging behaviours in a positive manner.
- Implementation of the principles of the Circle Concept program with participation by students, staff and families.
- Modelling and promotion of the school values.
- Planning and provision of effective supervision in the school environment with specific roles allocated.
- Promotion, reinforcement and celebration of positive social behaviours.
- Provision and supervision of passive and active games and activities.
- Mediation of conflicts.
- Record keeping of incidents.
- Monitoring of incidents and trends through injury reports and first aid records.
- Provision of play areas to cater for all student needs.

- Provision of communication support resources in all play areas.
- Review and adjustments to staffing to support student needs.
- Development of playground and classroom rules and expectations.
- Liaison with support personnel to combine expertise, and to develop plans to manage challenging behaviours. (E.g. Behaviour Review Meetings with the School Wellbeing Team, and the Social Worker or Psychologist, and the involvement of the external agencies when deemed necessary.
- Review of intervention strategies following an agreed case by case implementation period.

RESOURCES/ REFERENCES

Appendices (including processes related to this policy)

Appendices which are connected with this policy are:

- Appendix A: Anti-Bullying (including cyber-bullying) and Anti-Harassment Procedures
- Appendix B: Reporting on Incident of Bullying / Harassment – Template
- Appendix C: Formal Referral of Student who has bullied / harassed other to Student Welfare Coordinator – Template

APPENDIX A

Anti-Bullying (including cyber-bullying) and Anti-Harassment Procedures

What are Bullying, Cyber Bullying and Harassment?

Bullying

Definition of Bullying

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion.

Types of Bullying

There are three broad categories of bullying:

1. **Direct physical bullying** – e.g. hitting, tripping, and pushing or damaging property.
2. **Direct verbal bullying** – e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
3. **Indirect bullying** – this form of bullying is harder to recognise and often carried out behind the bullied student'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, which involves the use of electronic means to humiliate and distress



What Bullying is Not

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management. There are three socially unpleasant situations that are often confused with bullying:

Mutual Conflict

In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.

Social Rejection or Dislike

Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation

Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different students is not the same as bullying.

Cyber-bullying

Consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

Harassment

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Why do we have a Policy on these?

To provide a safe and friendly school environment for students and staff and to encourage care, courtesy and respect for others. All persons have a legal right to protection from harassment under the *Commonwealth Sex Discrimination Act* and the *Victorian Equal Opportunity Act*.

What are the effects of Bullying and Harassment?

- poor health - anxiety, depression
- lower self esteem
- reduced study performance
- missed classes, social withdrawal
- reduced career prospects

Am I bullying or harassing someone?

If you are not sure about your behaviour you can:

- check it out by asking if it is offensive or inappropriate
- stop it
- apologise
- take it seriously if someone says they are feeling uncomfortable
- talk it over with an adviser or somebody who has an understanding of the issues

What are some of the feelings victims of bullying or harassment may experience?

- *"I will ignore it and it will go away."*

If anything it will make things worse - you will give the impression that you agree with the situation.

- *"I don't want to cause trouble."*

Most causes of harassment are sorted out quite simply. By speaking up, action can be taken to address the problem.

- *"Am I to blame?"*

Victims of harassment or bullying sometimes feel that it is their fault. Victims are made to feel guilty by the offender and often blame themselves. It is your right to have a safe environment free from harassment or bullying.

- *"Am I imagining things?"*

Often our hunches are correct. Rather than put up with nagging doubts, talk to someone about your feelings.

Bullying or harassment can often make people feel:

- embarrassed or ashamed
- offended or humiliated
- intimidated or frightened
- uncomfortable

What should you do if you see another person being bullied or harassed?

Tell the person that you witnessed the incident and advise them to report it to an appropriate person. However, if your friend is harassing another person, let them know that their behaviour is unacceptable.

Bystanders who do nothing to stop bullying may be contributing to the problem by providing an audience for the bully.

Bullying can involve

- grabbing, aggressive staring, hitting, pinching kicking, pushing and shoving
- publicly excluding a person from your group
- knocking a person's books or belongings out of their hands or off their desk
- teasing a person because of their looks



Cyber-bullying can involve

- *Flaming* – online fights using electronic messages with angry or vulgar messages
- *Harassment* – repeatedly sending nasty, mean and insulting messages
- *Denigration* – posting or sending gossip or rumours about a person to damage his/her reputation or friendships
- *Outing* – sharing someone's secrets or embarrassing information or images online
- *Exclusion* – intentionally and cruelly excluding someone from an online group
- *Cyber-stalking* – repeated, intense harassment and denigration that includes threats or creates significant fear

Harassment is usually directed at a person because of their gender, race, creed or abilities – it can be subtle or explicit

Subtle (the most common) they include:

- offensive staring and leering
- unwanted comments about physical appearance and sexual preference
- racist or smutty comments or jokes
- questions about another's sexual activity
- persistent comments about a person's private life or family
- physical contact e.g. purposely brushing up against another's body
- offensive name calling

Explicit (obvious) they include:

- grabbing, aggressive hitting, pinching and shoving, etc.
- unwelcome patting, touching, embracing
- repeated requests for dates, especially after refusal
- offensive gestures, jokes, comments, letters, phone calls or e-mail
- sexually and/or racially provocative remarks
- displays of sexually graphic material – pornography
- requests for sexual favours
- extreme forms of sexual harassment will lead to criminal prosecution

What do you do if you are being bullied or harassed?

- tell the person you don't like what they are doing and you want them to stop
- discuss the matter with a Coordinator, Student Welfare Coordinator or peer mediator, peer support leader or a teacher that you feel comfortable with
- the school will take your concerns seriously - all complaints will be treated confidentially



How will your complaint be dealt with?

Your concerns will be taken seriously. All complaints will be treated confidentially.

School procedures for responding to a student who bullies or harasses others are set out below.

Level 1

If the bullying or harassment incident is minor or first time occurrence, teachers may elect to use one or more anti-bullying practices:

- stopping the bullying/re-statement of rules and consequences
- restorative questioning
- think time detention
- private conference
- shared control discussion

If the student does not take control over his/her behaviour, an Incident Report Form should be completed and submitted to the student welfare coordinator or principal/assistant principal.

Level 2

If the bullying or harassment continues, or in instances of severe bullying or harassing, a referral should be made to the Student Welfare Coordinator.

Here, the Student Welfare Coordinator (or another who has responsibility for student welfare) may:

- meet with the student to develop a behaviour contract
- provide discussion/mentoring of different social and emotional learning competencies including structured learning activities
- conduct a restorative conference separately with the perpetrator and “target”

Level 3

For ‘at risk’ students (many risk factors, few protective factors) whose bullying or harassing behaviour is severe and for other non-at risk students whose bullying or harassing and other aggressive behaviour is resistant to change, an individual ‘strength building’ plan should be developed by the student welfare coordinator in consultation with student, parents/carers and teachers. Individual strength-building plans and associated interventions help connect the student to positive people, programs and actions in the community, school and home as well as develop the student’s inner social and emotional strengths (skills, values).

Level 4

Students whose severe bullying or harassing behaviour resists school efforts and represents a significant threat to the safety and wellbeing should be referred to outside agencies for evaluation. Student Welfare Coordinators will need to be familiar with those community agencies and organisations that can offer more intensive services to the student and student’s family.

Note: The school may choose, if bullying or harassment persists or the initial incident is of such magnitude, that parents/carers will be contacted and consequences implemented consistent with the school’s Student Code of Conduct. Furthermore, the principal may commence formal disciplinary action in line with ‘**Effective Schools are Engaging Schools - Student Engagement Policy Guidelines**’ (DEECD) at any stage in the process depending on contextual information relating to the severity of the bullying (including-cyber bullying) and harassment.



APPENDIX B

Reporting on Incident of Bullying / Harassment – Template

Staff member recording incident: _____

Date: ___/___/___

Name of student(s) who appears to have instigated bullying

Year/Class: _____

Name(s) of target(s)

Name(s) of witnesses

Did you observe the incident?

Yes

No

If 'No' who reported the incident to you? _____

Brief description of incident (what was allegedly said or done to the student who appears to have been bullied?)

What form(s) of bullying took place? Verbal Physical Indirect Cyber

Other Please detail: _____

Was the incident of bullying:

Mild Severe

Describe how you responded (Did you use a school anti-bullying practice?)



Describe how student responded to your intervention

Where / when / time incident took place:

Location: _____

When: before school recess lunch in class after school

Time: _____ : _____ am/pm

Date incident took place: / ___/___

Additional comments:



APPENDIX C

Formal Referral of Student who has bullied / harassed other to Well-being Team

(This form may be completed by a classroom teacher, year level coordinator, school administrator or Student Welfare/Wellbeing Coordinator)

Staff member recording incident: _____

Date: / / Position: _____

Name of student being referred: _____

Year/Class: _____

History of incident(s) of bullying (dates, description)

Have parents/guardian been notified? YES NO

If 'No' why not? _____

Have they attended a conference? YES NO

If 'No' why not? _____

Are they willing to participate? YES NO

If 'No' why not? _____

What appears to be the reason for the student's bullying behaviour (family, peer, school, personal, other)?



What practices have been tried?

Impact:

What has been the student's attitude towards student(s) who have been targets? (e.g., any concern or remorse expressed)?

A brief description of academic performance of the student over past year or more.

Distinguishing 'at risk' factors of student (e.g. limited English: economic disadvantage of family; ADHD)



This policy was last approved by school council on September 2019 and is scheduled for review in 2022.

Approved by Principal	
Ratified by Belmore School Council	
Ratification Date	
Review Date	September 2022