

Appendix 3

Bullying Policy (including cyberbullying)

Rationale

There is no place for bullying at Harristown State High School. As a place of learning we value the relationships that occur amongst a student population enriched by its diversity, including 41 different cultures. The bullying policy complements the school's vision of engaging, achieving and excelling.....an agenda for excellence.

Definition:

Bullying and/or harassment is the unwanted repeated behaviour used by one person or group over another to establish or maintain power, to make others feel uncomfortable, threatened or demeaned.

Bullying behaviours that will not be tolerated at Harristown State High School include name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging, sending offensive or degrading images by phone or Internet, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Social media sites provide an environment where content, information and photos are shared immediately, and if so desired, can be the vehicle for deliberately causing harm to others. Harristown State High School will enforce the range of possible disciplinary consequences to a student who is found to have deliberately used social media to bully, harass or cause harm to another student or staff member. This will apply not only to it occurring in school hours but out of school hours, where the mistreatment is affecting a student or staff member while at school.

Prevention

The following programs and strategies are implemented across the school to ensure support and education is provided to students about bullying:

- The Healthy Hawks program is delivered to all students from Years 7 to 12. It has a comprehensive pastoral care teaching component involving the 6 Senses as outlined by Beyond Blue. Students learn about a sense of belonging, its link to bullying, bystander behaviour and the support structures available. Throughout the remaining years, students learn through a sense of wellbeing, humour, control and in Year 12 a sense of community, citizenship and future. All the while a strong link is made to one of the school's core values of relationships. The ever increasing social issue of cyberbullying is also taught in the Healthy Hawks program.
- The Healthy Hawks program explicitly teaches that many bullying behaviours are peer-maintained through the actions of bystanders. That is, peers react to bullying in ways that may increase the likelihood of it occurring again in the future. Reactions include joining in, laughing, or simply standing and watching, rather than intervening to help the person being bullied. Safe School Ambassadors (Phillips:2008) has provided a roadmap the school has used to empower students with the tools to help a broad spectrum of mistreatment.
- All students receive high levels of positive reinforcement for demonstrating expected behaviours in classroom and non-classroom areas of the school.
- Playground Duty supervisions provides a high level of quality active supervision by staff on duty in the non-classroom areas. Staff members are constantly moving, scanning and positively interacting as they move through the designated supervision area of the non-classroom areas.

Procedures

Whether bullying behaviour is observed between students of equal or unequal power, whether it occurs once or several times, and whether or not the persons involved cite intimidation, revenge, or self-defence as a motive, the behaviour will be responded to and deemed categorically **unacceptable** in the school community.

Source of Information: the school may receive information about bullying via

- Stymie (www.stymie.com.au). This anonymous notification program allows a report to be sent to the school, making known anyone whom the reporter believes is being bullied or mistreated. Students, parents, staff and members of the public have access to the program.
- Report directly from student/parent/teacher or member of the community.

Process:

- All incidents of bullying that are received by the school are investigated thoroughly, with Natural Justice provided for all.
- Support is provided to the victim.
- The person/s causing bullying is given guidance and/or disciplinary action.
- The Responsible Behaviour Plan for Students provides direction when unacceptable behaviour does occur. Expected and reasonable consequences are applied as per the Description of Major Behaviour table.
- A record of the incident/contact/support/action taken is entered on the One School Behaviour Data base.
- This then provides evidence in reviewing the effectiveness of the school's anti-bullying processes.