



PREVENTION OF BULLYING, HARRASMENT AND VIOLENCE POLICY

1.0 POLICY STATEMENT

Bullying, harassment or violence are forms of abuse that occurs when an individual or group is subjected to behaviour that is hurtful and/or threatening either physically or psychologically.

This may be repeated over time. It may be planned, spontaneous or even unintentional. The aim of this policy is to notify that all members of the School community that the School takes bullying seriously and that Staff will intervene in a way to deal with incidents of bullying in the School in a timely and consistent manner. The Bullying Prevention Policy supports the School Behaviour Management Policy. This policy provides both preventative and responsive strategies.

2.0 RATIONALE

2.1 The Administration of St Mark's believes that:

- a) Students have the right to learn in safety.
- b) Parents have the right to know that their child is participating and learning in a safe environment.
- c) Adults, in the setting of the School, have a right to teach and work in safety.
- d) All members of the School Community have a right to respectful, fair and decent conduct.
- e) Diversity and tolerance are valued.
- f) Individuals who have been harmed by bullying need to be believed and protected from further harm.
- g) Harm done by bullying can be repaired, in general, through taking educative, non-punitive responses, which aim at restoring the balance in relationships, which have been affected by bullying.
- h) In the event of repeat offences, firm and decisive action will be taken

3.0 SCOPE

3.1 This policy applies to everyone who is:

- a) Employed by St Mark's Anglican Community School
- b) In a teaching, practicum or management position or role at the School

4.0 DEFINITIONS

4.1 **Bullying** may be:

- Verbal, including name-calling, teasing, racist remarks, sexist comments, put-downs etc.
- Non-verbal, such as obscene gestures or inappropriate acts.
- Physical, including pushing, hitting, tripping, hair pulling etc or stealing, hiding or damaging belongings.
- Social, such as alienating or ignoring someone or spreading rumours.
- Psychological, where someone is made to feel threatened by dirty looks, staring, deliberately turning away etc.
- Sexual harassment, such as sexist comments or inappropriate acts.
- E-bullying, such as inappropriate text messages, emails, chat-room

4.2 **Harassment** is behaviour that target 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.

4.3 **Violence** is the intentional use of physical force or power, threatened or actual, against another person that results in psychological harm, injury or death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

5.0 STRATEGIES

5.1 What can be done? Advise students to:

- Try to control their reactions, act as though they don't care.
- Tell the person to stop.
- Leave the area.
- Seek safe areas that are supervised.
- Don't become isolated as this can make them a target.
- Never retaliate.
- Seek help.
- Witnesses / spectators have a duty to intervene, report or act. If you are not part of the solution, you are part of the problem.

5.2 Be vigilant - If you see someone being bullied:

- Intervene quickly and decisively.
- Don't believe "We were only mucking around."
- Report incidents to the Pastoral Care Tutor or Head of Year
- Watch for changes in the student's behaviour.

5.3 How will the School deal with incidents of bullying?

Bullying is a complex issue that requires a range of strategies to be used, including:

- Encouraging bystanders to be pro-active.
- Protecting and supporting the students, actively working to help them avoid being bullied.
- Assisting the students to change their behaviour.
- Working with parents to establish common strategies for behaviour modification.
- Applying appropriate sanctions then follow up with restorative practices.
- Referring cases to appropriate external agencies for ongoing support and counselling where necessary.

5.4 Preventative Strategies It is important that the School Community addresses the underlying causes of bullying relating to the organisational issues, learning and teaching issues and relationship issues. This is achieved through:

- Education and promotion of the School's Bullying Prevention Policy through class programs, assemblies and posters
- Reinforcing the Student Code of Conduct
- Productive and respectful working relationships established between all members of the School community
- Establishing class rules, routines and processes negotiated and applied consistently
- Adequate supervision of students during breaks, on playground ovals, in classrooms and excursions
- Active intervention when bullying occurs
- Modelling of appropriate problem solving, non aggressive behaviour by adults in the School
- Skilling of students and staff in conflict resolution strategies including peer mediation
- If a pattern of bullying emerges, parents are interviewed and a plan of action implemented.

6.0 E-Bullying or Cyberbullying

"Cyberbullying involves the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging, defamatory personal Web sites, and defamatory online personal polling Web sites, to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others."

6.1 What can you do to prevent cyberbullying? Advise students to:

- Never give out personal information or passwords, PIN numbers etc.
- Use netiquette.

- Don't send a message to someone else when they are angry.
- Don't open a message from someone they don't know.
- They don't have to be "Always On". Turn off, disconnect, unplug, and try actual reality instead of virtual reality!

6.2 What to do if students are being cyberbullied? Advise students:

- Do not keep this to yourself! Tell a friend! Tell a teacher! Tell a parent!
- Do not reply.
- Do not delete messages from cyberbullies. Keep it as your evidence.
- Inform your Internet Service Provider (ISP) or mobile phone or pager service.

6.3 A Cybersafety Help Button is on the School Website.

<http://www.cybersafety.dbcde.gov.au/helpandadvice/>

7.0 INTERVENTIONS

7.1 All cases of bullying, which are reported, will be followed up. Members of the School Community, which includes Teaching, Administration, Grounds and Maintenance Staff, students and parents are encouraged to report bullying and can do so through a number of people:

- 1) Parents
- 2) Class Teachers and Pastoral Care Tutors
- 3) Heads of School
- 4) Heads of Year
- 5) Student Leaders – Peer Support Leaders, Student Councillors, Year 8 Leaders, Pastoral Care Group Captains, Middle School Captains and School Prefects

7.2 Reported cases can be dealt with in several ways. It is recognized that each case is different and may require a special approach. In all cases, it is important to ensure that:

- 1) Victims are believed and made safe
- 2) The principles of natural justice and due process are followed in regards to students reported for bullying
- 3) All reports are kept confidential and a written account of the reports are kept on file

7.3 Incidents of bullying that is deemed to be threatening of physical abuse, violence or of a sexual nature will result in the Assistant Principals or Head of School notifying the police.

8.0 More Information

Go to these sites <https://studentwellbeinghub.edu.au/>

<https://bullyingnoway.gov.au/forkids>