

# ANTI BULLYING ANTI HARASSMENT POLICY

This policy is part of and to be read in conjunction with the Responsible Behaviour policy.

## Aims

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To ensure everyone within the school community is alert to signs and evidence of bullying and are aware of their responsibility to report bullying the appropriate authority whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators using a restorative approach to reach closure.
- To seek parental and peer-group support where appropriate.

Brighton Secondary School fosters a positive culture where bullying is not accepted. Everyone has the right to respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

Everyone has a responsibility to support others whilst respecting themselves. The school seeks to educate its community to tolerate, accept, embrace and learn from people of different genders and different ethnic and cultural backgrounds.

**A person is bullied when** they are intentionally exposed to negative or harmful actions by one or more people. Bullies are people who deliberately set out to tease, intimidate, exclude or threaten and/or hurt others REPEATEDLY. Bullying and teasing are clear forms of harassment.

## Examples of bullying behaviour:

### Physical bullying

Persistent pushing, hitting, bumping, kicking, obstructing, confining, practical jokes, stealing, damaging or interfering with personal property.

### Verbal bullying

Persistent threats of name calling, teasing, offensive language, spreading rumours about others, putting people down, making degrading comments about culture, race, physical appearance, gender, sexuality, religion or social background.

### Cyber bullying

The use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature. It can be perpetrated at any time of the day of week. (Under regulations 40 and 41 of the Education Regulations 1997, principals can suspend or exclude a student who acts in a manner that threatens the safety or wellbeing of a student or member of staff, or another person associated with the school. These regulations do not preclude an event that occurs outside of school hours or off site).

### Social/psychological bullying

Exclusion is being left out of activities on purpose with the intention to hurt. Extortion is standover tactics, giving up possessions and threats.

### Racism and sexual harassment

Brighton Secondary School acknowledges that racism and sexual harassment are examples of bullying behaviour that warrant special mention. They may take the form of any of the types of bullying behaviour described above.

## Implementation process

Objectives	Strategies
Parents, teachers, students and the community are made aware of the school's stance on bullying, its characteristics and the school's programs and response.	<ul style="list-style-type: none"> <li>• Items in the school newsletter.</li> <li>• Documentation is on the web site.</li> </ul>
Professional development for staff relating to bullying, harassment and the strategies that counteract them are facilitated.	<ul style="list-style-type: none"> <li>• Professional development on restorative practices and anti-harassment are delivered via Student Teams' meetings.</li> </ul>
Student workshops, productions and programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving are further developed.	<ul style="list-style-type: none"> <li>• Development and delivery focus on the Pastoral Care program in the middle school.</li> </ul>
Students are encouraged to develop a range of strategies for dealing with teasing and bullying incidents.	<ul style="list-style-type: none"> <li>• Delivery occurs through the Middle School Pastoral Care program and the Peer Support program at year 8.</li> </ul>
The Anti-Bullying policy and procedures are included in induction packages for new staff.	<ul style="list-style-type: none"> <li>• Staff induction folders contain documentation of the BSS Anti-Bullying policy and procedures.</li> </ul>
The BSS staff, SLC and Peer Support leaders model respectful behaviour.	<ul style="list-style-type: none"> <li>• Staff professional development programs in relation to wellbeing</li> <li>• SLC and Peer Support leaders undertake special training programs in modelling respectful behaviour.</li> </ul>
Students are made aware of the support people available to assist with bullying issues, and the steps involved in reporting and dealing with harassment issues.	<ul style="list-style-type: none"> <li>• Students produce posters and other visual materials to identify support people and the steps involved in resolving bullying issues.</li> <li>• Pastoral Care activities workshop students through reporting processes.</li> </ul>

## Intervention stage

- All reported incidents or allegations of bullying are fully investigated and documented.
- Both the bully and the victim are offered counselling and support.
- If bullying is ongoing, despite restorative practices, parents are contacted and consequences implemented consistent with the school's Behaviour Management policy.
- Consequences may include:
  - yard duty
  - withdrawal from class
  - withdrawal of privileges
  - detention
  - internal suspension
  - external suspension
  - requirement to attend behavioural sessions or counselling
  - exclusion.

A separate brochure is available on the website to assist students and families to report bullying; deal with bullying and prevent bullying. The brochure includes the responsibilities of students, parents and teachers.

