

# Anti Bullying & Harassment Policy

## PURPOSE

The Findon High School community is committed to working together to create a learning community which is safe, inclusive, conducive to learning and free from harassment, bullying, discrimination and violence.

## SCOPE

- To understand what bullying is and to reinforce that it will not be tolerated
- To ensure that our school community is able to recognise the signs of bullying and harassment and use language to describe 'what it is' beyond the word 'bullying'
- To develop a culture of keeping people safe, where everyone is confident of their responsibility to report any incidents to the appropriate person
- To reassure members of our school community that all reported incidents will be followed up
- To ensure that our school community is aware of the Restorative Practices Framework and its use to support positive relationships and conflict resolution.

## DEFINITIONS

### Definition of Bullying

- Bullying is **repeated** verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.
- Cyber-bullying refers to bullying through information and communication technologies.
- Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

### Definition of Harassment

- Harassment is behaviour that targets 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.
- Harassment may be an ongoing pattern of behaviour, or it may be a single act.

### Definition of Discrimination

- Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability.
- Discrimination is often ongoing and commonly involves exclusion or rejection.

### Definition of Violence

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

## Definition of Racism

- In general, racism is a belief that a particular race or ethnicity is inferior or superior to others. Racial discrimination involves any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin.

## Definition of Restorative Practice

- Restorative practice is a whole school teaching and learning approach that encourages behaviour that is supportive and respectful. It puts the onus on individuals to be truly accountable for their behaviour and to repair any harm caused to others as a result of their actions.

## Examples of Bullying and Harassment

### Bullying and harassment may involve:

- hitting, kicking, pinching (physical)
- name-calling, teasing, threats (verbal)
- notes, graffiti, text messages
- sending filmed or photographed images, comments on social networking sites (visual/written)
- stand-over tactics, gestures (psychological)
- rumours, putdowns (social exclusion)
- physical, verbal or nonverbal sexual conduct (sexual).

### Bullying and harassment:

- may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones)
- involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- has an element of threat and can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not take action.

## PROCESS

### Consequences

Any Bullying and Harassment that is observed or reported will be addressed using the procedure as outlined in the Behaviour Support Procedure.

Bullying and harassment that includes activities against the law will be reported to the police. These include: producing or broadcasting child pornography, suicide materials, blackmail, racial vilification, acts of violence and unlawful operations of a computer, including e-crimes.

The Police have the power to confiscate a mobile phone or computer if an image held on the device may be used as evidence of a crime.

## RESPONSIBILITIES

### School Leaders

- Develop, implement and regularly review the school's anti-bullying policy (including surveying students, parents and teachers).
- Ensure that all new students to the school, and their families, are aware of the anti-bullying policy.
- Provide access to relevant Professional Learning to all staff to effectively manage bullying and implement intervention strategies.
- Manage incidents of bullying in a way that is consistent with The Department's School Discipline Policy.

### Teachers



- Foster positive relationships with students.
- Establish, maintain, make explicit and model the school's expectations related to bullying.
- Support students to be positive bystanders, discouraging bullying and harassment through peer influence.
- Respond to reported incidents as soon as possible.
- Keep open communication between students, families and the school regarding the progress of the report.
- Appropriately document and store the report as per school processes.
- Ensure that follow up of students occurs after the incident has been resolved.

### **Students**

- Be respectful towards other students, staff and members of the school community.
- Participate in sessions regarding the school's Anti Bullying policy and other sessions regarding behaviour expectations.
- Report any incidents immediately.
- Support peers to report incidents.
- Are positive bystanders, discouraging bullying and harassment through peer influence.

### **Parents/caregivers**

- Provide support for their child to report incidents as soon as possible.
- Communicate in a respectful manner with school staff regarding their concerns.
- Follow the Complaint Management Policy if their concerns are not resolved following intervention by the Principal.

### **RELATED PROCEDURE**

Behaviour Support Procedure

### **REFERENCES & ASSOCIATED DOCUMENTS**

Complaint Management Policy

Bullying and harassment resource

Restorative Practices Framework/policy/guide

Version Control

Version 1.1

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