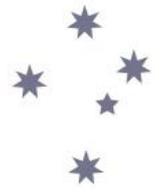


Anti-Bullying and Anti-Harassment Policy



VICTOR HARBOR
HIGH SCHOOL

At Victor Harbor High School, we want all students to feel safe for learning.

We take bullying and harassment seriously. This policy explains what bullying and harassment is, how you can report it and how we can stop it.

We believe:

- you have the right to an education. You have a responsibility to respect the same right for others;
- you have the right to be safe. You have a responsibility to act safety towards others;
- you have the right to be valued and treated with respect. You have a responsibility to treat others with respect;
- you have the right to learn in an orderly and cooperative environment, conducive to achieving your personal best, where you can develop your abilities, interests and ambitions, without intimidation, bullying or harassment. You have a responsibility to allow others to learn in an orderly and cooperative environment free of intimidation, bullying and harassment;
- you have the right to be an individual and to express your views in an appropriate manner. You have a responsibility to accept and value others as individuals;
- you have the right to have your property respected. You have a responsibility to respect the property other others.

The definition of Bullying and Harassment

At Victor Harbor High School, we believe that Bullying and Harassment:

- is the systematic and premediated abuse of power;
- this may occur because of, but not limited to, people's inability to accept and value difference;
- includes racist or sexual harassment or any other form of discriminatory behaviour;
- is everyone's business;
- can involve violence.

Examples of Bullying and Harassment are, but not limited to:

Verbal, written and visual communications, ie;

- cyber bullying is bullying which uses technology as a means of victimising others via the Internet- email, blogs, chat rooms, web pages, Face book, YouTube etc- and SMS (text and picture messaging) with the intent of harming another person;
- phone calls;
- suggestive sexual comments;
- racist or sexist remarks: including reference to colour, beliefs, dress;
- negative, demeaning or abusive notes;
- name calling, teasing, insults, threats, negative comments, spreading rumours.

It can also be physical:

- when someone pushes you around, or threatens to hurt you;
- when someone touches you (when not asked), in an inappropriate way eg, gestures, grabbing, pinching;
- pushing, hitting, slapping, tripping, spitting, throwing things and damage to personal property.

Other:

- deliberate exclusion or isolation of others eg silent treatment, gossiping and nasty comments;
- ability/disability discrimination.

Note: 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 school. These regulations do not preclude an event that occurs outside of school hours or off site. Principals can therefore use these procedures with a student enrolled at their school if the principal believes, on reasonable grounds, that the student has acted in such a manner, even if this behaviour occurred outside of school hours or off site.

Furthermore, police officers also have the power to confiscate a mobile phone where any image held on the phone is possible evidence of a crime. The phone may be kept by SAPOL until the action comes before a court. Where DECS staff reasonably suspects that a student has used a mobile phone to record a crime, the phone should be confiscated and handed to SAPOL without the staff member opening the video message to view it. Opening the video message may compromise evidence. Under recent amendments to the South Australian Equal Opportunity Act 1984 it is unlawful for a student 16 and over to sexually harass another student or staff member.

Conflict is

- A disagreement between people
- Usually there is no power difference with people involved in a conflict.
- In conflicts, both people involved can find a solution to the problem. It is in both people's best interest to resolve the disagreement, therefore both parties are seeking resolution. Usually a solution can be found by talking things out, even if it requires the help of an adult and conflict resolution through restorative practices can be employed
- How schools support students who are involved in conflict can be different to bullying and harassment and it's important that as a learning community we can understand and identify this to support students in an appropriate manner.

What can you do about Bullying and Harassment?

Students who are bullied need to:

Face the person who is bullying/harassing (if safe to do so). Ask them to stop. Tell the person how their behaviour makes them feel and that their behaviour is unwanted;

If students don't feel safe, it's important to walk away.

Communicate their concerns to a trusted and supportive adult, either at school, at home or a member of the learning community

Communicate as soon as possible after the event, and either face to face or in a written form (using the grievance procedure/ appropriate form)

Have an expectation they will be believed.

Students who witness bullying (bystanders) should:

- Behave in a positive manner by not encouraging the bully through their presence or actions.
- Tell the bully/bullies to stop if they feel able.
- Encourage the victim to safely leave the situation by walking away with them.
- Encourage and if necessary go with the victim to report the incidents.
- Seek teacher assistance if needed.
- Support the person being bullied.

- Document if requested by staff.

If you are being bullied or are a bystander who has witnessed an act of bullying, fill out the appropriate forms. Please do not ignore it. Bullying if ignored may get worse. Follow the school's Bullying and Harassment Grievance Procedure.

Parents/Caregivers should:

- Support their young person

Support the school.

- Make themselves available for contact by phone.
- Speak positively about the school to their child.
- Support and encourage their children to not become bullies.
- Support and encourage their children to use the recommended strategies to deal with and report bullying.

Model using the recommended strategies to deal with and report bullying.

Parents who witness bullying should:

- Not take matters into their own hands.
- Speak in a calm, respectful manner with school staff.
- Speak to relevant school staff (not the students concerned).

What does the school do to reduce Bullying and Harassment?

We use **prevention, intervention** and **post-intervention** strategies.

Prevention strategies include:

- use the curriculum to teach students about respectful relationships, civics and citizenship;
- develop programs to help students participate and have a say in their learning
- teach students about violence prevention, conflict resolution, anger and problem solving
- develop policies which promote student safety;
- teach for and about diversity;
- provide staff professional learning opportunities in collaboration with local agencies.

Intervention strategies include:

Decide, based on evidence and knowledge, if the behaviour being experienced is Bullying/Harassment or Conflict

- counsel students who have been bullied;
- talk with families about the situation;
- put consequences in place for those who bully others;
- engage the bully in an educative program;
- teach students how to be proactive and supportive bystanders;
- ensure that all staff know how to address bullying effectively and respectfully.

Post intervention strategies include:

- monitor the situation between the students to ensure that their safety and wellbeing are maintained;
- talk with parents or caregivers about strategies;
- effectively manage hotspots in the yard ensuring safety during learning breaks;
- review and evaluate behaviour codes and policies.

This policy can be viewed on the School's website by parents/care givers, students and the community. Staff members can access it on the school Intranet. Furthermore, school's grievance policy/procedures can be found on the school website.

Other Useful Resources

- Victor Harbor High School "Preventing Bullying & Harassment" Brochure
- Access DECD advice to parents and caregivers at www.decd.sa.gov.au
go to Parents and Community> Health & Wellbeing> Bullying and Harassment.

National Safe Schools Framework– Resource Manual MCEECDYA 2011 <http://www.bullyingnoway.gov.au/>

- Visit these websites:
www.bullyingnoway.com.au
www.kidshelpline.com.au
www.reachout.com.au
www.headspace.org.au
www.racismnoway.com.au
www.carlyryanfoundation.com

Bullying and Harassment Grievance Procedure

Take action: Face the person who is harassing you (if safe to do so).

Ask them to stop. Tell the person how their behaviour makes you feel and their behaviour is unwanted.



If the bullying/ harassment then continues

Make a stand by telling someone. Talk to a friend, Mentoring Teacher, Subject Teacher, Christian Pastoral Support Worker, Parent or someone you trust to work out what to do next.



If the bullying/ harassment then continues

Make a formal complaint to the Sub – School Leader, or a counsellor. At this stage an investigation takes place with parties involved and action is taken to resolve issues. A formal warning is issued, with the incident documented and parents informed.



If the bullying/ harassment then continues

Repeat the above process and make a second complaint to the Sub - School Leader. Often resulting in consequences and further learning



If the bullying/ harassment then continues

Take your complaint to our Executive leadership for action, as per the grievance procedures, for further action and support

At Victor Harbor High School we do not use a “one size fits all” approach because we respect each person is different and each incident of bullying and/or harassment is different.