ANTI-BULLYING/HARASSMENT POLICY

Roxby Downs Area School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying. The policy provides a code of conduct to ensure students are free from bullying and intimidation. We believe students have a right to be safe and happy at school. The anti-bullying policy deals with bullying promptly and effectively by involving mediation, disciplinary action, warnings, social skills programs, counselling and parental involvement.

OUR UNDERSTANDING OF BULLYING

‘Bullying is recognised globally as a complex and serious problem. It is a form of aggression, involving the abuse of power in relationships. It has many faces, including the use of emerging technologies, and varies by age, gender and culture.’ (eSmart Starter Kit)

Bullying can take many forms. The repeated nature of harassing another is deemed bullying. We consider the following behaviours to be bullying:

Physical:
- Hitting, kicking, punching, pushing, shoving, spitting, tripping

Psychological:
- Threatening either verbally or physically
- Stalking or following
- Making rude gestures
- Taking or damaging something which belongs to someone else
- Forcing others to hand over food, money or something which belongs to them
- Making someone do something they don’t want to do

Verbal: (including the use of technology, Facebook, MSN, Mobile Phones, etc.)
- Name calling
- Teasing
- Threatening
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Making fun of someone’s actions
- Annoying others over and over again

Social and Emotional: (including the use of technology, Facebook, MSN, Mobile Phones, etc.)
- Excluding others from the game or group
- Spreading untrue stories about others
• Following people around
• Writing or posting incorrect or unwanted information about others
• Unwanted texting, photographing or videoing of others (mobiles).

**Sexual or Racial harassment may include:**

• assault (ranging from unwanted touching to violent and verbal incidents)
• persistent and unwelcome invitations for sexual favours or for social comment
• smutty jokes, innuendo and suggestive comments, leering and ogling, belittling jokes/comments/put downs
• displays of sexually graphic materials
• suggestive comments about a person's private life or sexual preference
• remarks about a person's physiology, cultural or family background

**Cyberbullying** – viewed as most of the above delivered through means of technology, eg computers, mobile phones.

• Technology may be considered and **not** limited to chat rooms, instant chat messaging, social media such as Facebook and Twitter, email, text messages or using other web sites.

The consequences and the way we address cyberbullying is the same as any form of bullying but as there is specific legislation around cyberbullying, the police may be involved.

**STRATEGIES WE WILL USE TO DEAL WITH HARASSMENT/BULLYING**

At Roxby Downs Area School we will:

• Openly talk about harassment /bullying – what it is, how it affects us and what we can do about it
• Explicitly teach about Bullying and Harrassment. Including the various roles in bullying scenarios (bully, victim, bystanders), why people bully, how to support someone being bullied and the process of reporting bullying behaviour.
• Teach our children the skills which will build their self-esteem and empower them to take responsibility for themselves – and give them opportunities to practise these skills.

**Responsibilities of Staff:**

• To model appropriate behaviours at all times
• Pass on bullying/harassment information to class teachers
• To deal with all reported and observed incidences of bullying as set out in the policy
• To ensure that children are supervised at all times
• To report incidences of bullying to the cohort manager, year level coordinators, if it is warranted.
• To teach students grievance procedures and how to use them.
• Raising awareness among students as to the inappropriateness of bullying/harassment.

**Responsibilities of Students:**

• To ‘tell’ if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school
• To help someone who is being bullied
• To not bully others
• To speak assertively to the bully
• To use conflict resolution skills and appropriate grievance procedures.
Responsibilities of the Parents/Caregivers:
- To model appropriate behaviours to deal appropriately with bullies
- To watch for signs that their child may be being bullied
- To speak with someone on the staff if their child is being bullied, or they suspect that this is happening
- To instruct their children to 'tell' if they are bullied
- To discuss with children, appropriate strategies that could be used to deal with bullies, in-line with school policies.

REPORTING OF HARASSMENT/BULLYING

Incident of bullying can be reported to any teacher, the counsellor, member of the management team by children and their parents/caregivers. Any bullying incidences that are dealt with will be recorded.
RESPONDING TO REPORTED INCIDENCES OF BULLYING

Bullying Flow chart

**Reported Incident**

**Child attempts to deal with issue themselves (only if minor).**

**Further Bullying –**
1. Student tells yard duty or class teacher.
2. Teacher deals with issue and follows SBM policy. Diary note required.
3. If bullying is severe the student counsellor, cohort leaders or year level coordinators are notified.
4. Incidents recorded on student’s database and/or EDSAS file (as anecdotal notes) and to class teacher. If bullying is repetitive, contact with parents will be made.
5. Students involved, both the bullied and the bullies are to be involved in conflict resolution, mediation or another suitable.

If bullying still continues, bullies need to be considered for suspension according to the SBM policy. It may be applicable that the police are notified.