

Evans River K-12 School

Anti-Bullying Policy:



Rationale:

Public schools provide quality education in a secure, safe, ordered and supportive setting which is fair to all students. They are inclusive environments, where diversity is valued and individual differences respected.

Aim:

Every person at Evans River K-12 School has the right to experience positive and respectful relationships amongst all members of the school community. They also have the right to a quality education in a happy, safe and supportive environment. Bullying behaviour including harassment, intimidation, victimisation and cyber bullying is therefore not tolerated at Evans River K-12 School.

What is Bullying/Harassment?

Bullying is repeated verbal, psychological, physical or social 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 can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

Examples of bullying behaviour may include:

- Verbal e.g. Name calling, teasing, abuse, put downs, sarcasm, insults and threats
- Physical e.g. hitting, punching, kicking, scratching, tripping, spitting
- Social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures, and cyber bullying
- Psychological e.g. spreading rumours, hiding and damaging possessions, cyber-bullying including, malicious SMS and email messages, social network pages, prank calls and inappropriate use of camera phones/computers to photograph or record images without permission.

Why have this policy?

In accordance with DET policy Evans River K-12 School does not accept bullying or harassment. It is our duty of care to take a firm stand on students who bully or harass. The policy includes the development of resilience and social skills.

How can we restrict bullying?

The strategies listed below aim at developing awareness among students of the nature and consequences of bullying, how they can help reduce it and what to do if they are bullied. They also aim to network students in order to strengthen peer acceptance and support.

- Peer Mediation Program
- Peer Support Program
- The Positive Behaviour for Learning program
- SRC/Wellbeing activities
- Harmony Day activities including cyber-bullying sessions
- Bullying and harassment register on SENTRAL (SENTRAL is a software program for recording matters relating to a student)
- Rock and Water, girl's groups, boy's groups
- Green Team, mentoring High School students in positive behaviours and life skills
- External agencies such as Interrelate, Youth Workers
- Chaplaincy program
- WISP and social skills programs, supported by all staff
- Curriculum and Literature based bullying and social skills units K-11
- Visiting performances
- Parent forum
- Bully blog
- Regular year and class meetings
- Active Wellbeing team
- Excursions
- Evaluation of the strategies will be ongoing.

How to report bullying or harassment?

- Incident sheets for victim and perpetrator from staff (see appendix A & B)
- Parent referral
- SENTRAL entries and Deputy Principal informed
- Report to staff
- Report to SRC or peer support leaders

What happens to the bully?

- Those found responsible for bullying will be entered on by Deputy Principal the school's discipline data base (SENTRAL) and appropriate discipline action will be taken according to school policy.
- Forms recording the event will be completed by the alleged victim, alleged perpetrator and witnesses (including any staff witnesses). These sheets will be read and, if necessary, the matter investigated further, by the Deputy Principal or Principal handling the matter.
- The alleged perpetrator will be interviewed by the Deputy Principal or Principal. If it is established that bullying has occurred the incident will be recorded on SENTRAL. A formal warning will be issued and a letter / phone call home advising the parent/carer.
- If a further incident occurs the student's parents/caregivers will be contacted and may be asked to attend an interview. The student will be placed on Level 3.
- If a third incident occurs the student will be suspended. The school will follow the DET Suspension and Expulsion Procedures.

NB: A student may be suspended immediately at the discretion of the Deputy Principal or Principal in accordance with the Suspension and Expulsion Procedures. Students may be given a suspension for aggressive behaviour.

The DET defines aggressive behaviour as including, but is not limited to, hostile behaviour directed towards students, members of staff or other persons, including damaging the property of the school or students; bullying (including cyber-bullying); verbal abuse and abuse transmitted electronically such as by email, SMS text messages or by other electronic means.

Where the behaviour involves cyber-bullying the school's anti-bullying programs are also likely to be implemented. Advice should be sought from the School Safety and Response Hotline as to whether the police should be informed.

Note: Incidents involving the behaviours set out above (with the exception of repeated refusal to follow the school discipline code) are required to be reported to the School Safety and Response hotline on 1300 363 778 as soon as possible. (Suspension and Expulsion Procedures)

Responsibilities:

Students:

- Behave appropriately, respect individual differences and diversity
- Behave as responsible digital citizens
- Follow the school anti bullying/harassment policy
- Respond to incidents of bullying whether a victim or witness according to the school anti bullying/harassment policy

Parents and Caregivers:

- Support their children in all aspects of learning, including peer relationships and in becoming responsible citizens
- Be aware of the school's anti bullying policy and assist their children in understanding bullying behaviour. Encourage children to report bullying behaviour
- Support their children in developing positive responses to bullying behaviour
- Contact the school if your child's efforts to deal with bullying do not appear to be working
- Work collaboratively with the school to resolve incidents of bullying when they occur

Teachers and Staff:

Teachers have a responsibility to respect and support students in all aspects of their learning. Teachers should -

- Have knowledge of school and departmental policies relating to bullying behaviour
- Listen to and acknowledge all reports of bullying in an appropriate timeframe. If appropriate deal with the incident on the spot. Report all incidents as per school policy on SENTRAL and inform Deputy Principal
- Provide students with strategies to respond positively to incidents of bullying behaviour, including identifying the bystanders or observers
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour and consequences for inappropriate behaviour
Communicate with parents the importance of their role in anti-bullying
- Model appropriate behaviour
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community

Executive Staff:

- Organise anti bullying and harassment awareness raising programs for both staff, students and the community
- Develop and implement early intervention support for students that are identified as being at risk of developing long term difficulties with social relationships
- Develop and implement early intervention support for students that are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour
- Ensure intervention strategies are implemented
- Provide support for all staff, students and community to prevent bullying behaviour
- Report annually to school community on success of Bullying Policy
- Inform staff, students and parents of procedures for reporting bullying and where necessary provide information regarding the Complaints Handling Policy
- Implement school welfare and discipline policy
- Follow Department Suspension and Expulsion Policy and Procedures.

The School Community:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Support the school's Anti-bullying Plan through words and actions
- Work collaboratively with the school to resolve incidents of bullying when they occur

Enrolment Procedures:

Where a student is transferring from one school to another who has been a victim of bullying:

- The school will hold a compulsory meeting between the Deputy Principal (or Principal), the School Counsellor, and Year Advisor/Class teacher to discuss whether anything in the counselling file and/or general student file (including issues of past bullying or incidents of self-harm) suggest that the student may benefit from counselling at the new school

Where a student, who has been a victim of bullying, is transferring from one school to another and who has not previously seen a school counsellor with regard to bullying:

- The school will hold a compulsory meeting between the Deputy Principal (or Principal), the School Counsellor, and Year Advisor/Class teacher to discuss whether anything in the counselling file and/or general student file (including issues of past

bullying or incidents of self-harm) suggest that the student may benefit from counselling at the new school

- A compulsory meeting between the School Counsellor and the student will be held to identify the bullying issues and suggest strategies
- The School Counsellor then needs to report back to all staff via the Learning Support Team

Appendix A: Anti-Bullying Flow Chart

Perpetrator

Note:

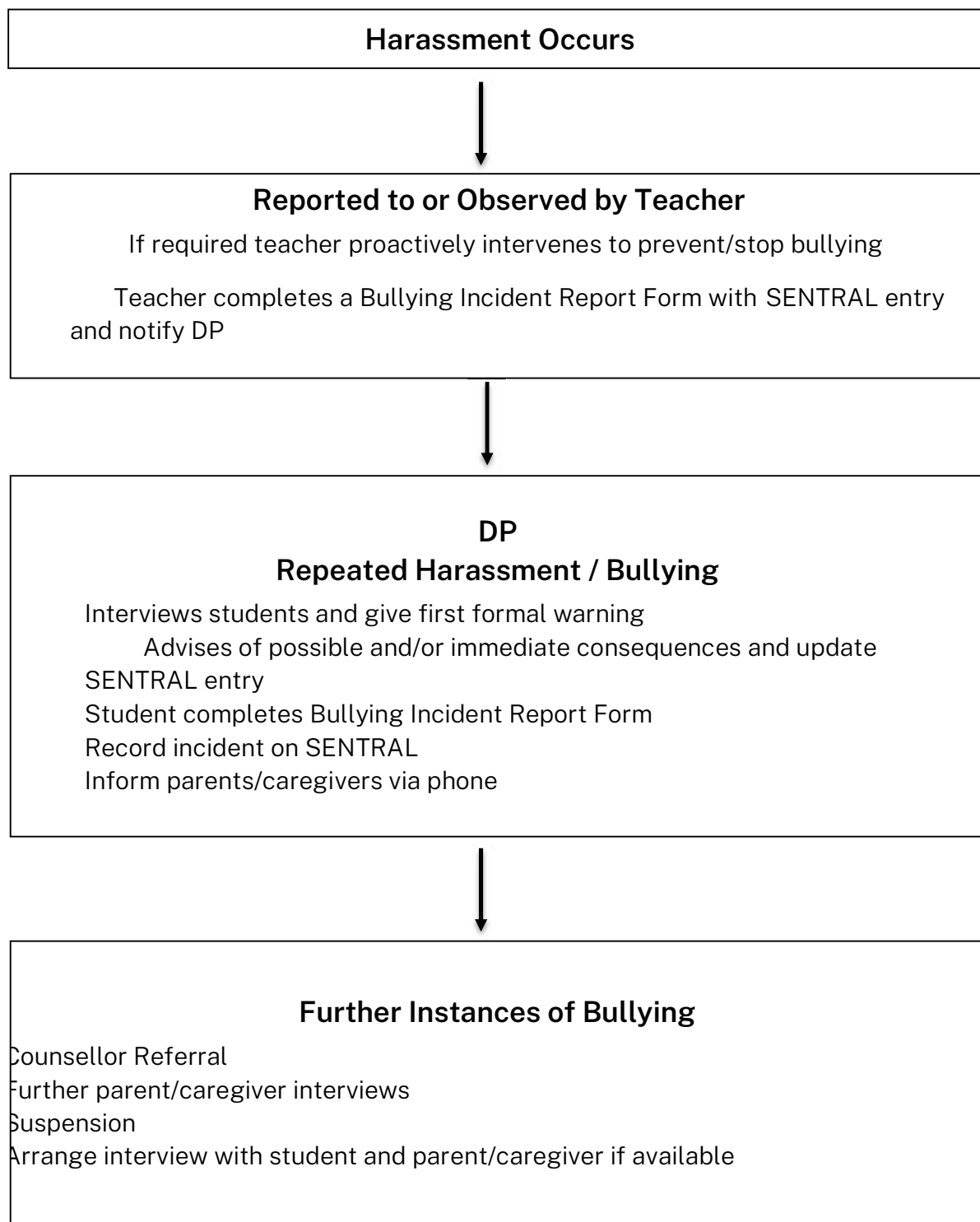
Where a student is transferring from one high school to another who has previously seen a school counsellor with regard to bullying:

The school will hold a compulsory meeting between the Deputy Principal (or Principal), the School Counsellor, the Learning Support Co-ordinator and the Year Advisor to discuss whether anything in the counselling file and/or general student file (including issues of past bullying or incidents of self-harm) suggests that the student may benefit from counselling at the new school.

Where a student is transferring from one high school to another who has not previously seen a school counsellor with regard to bullying:

- The school will hold a compulsory meeting between the Deputy Principal (or Principal), the School Counsellor, the Learning Support Co-ordinator and the Year Advisor to discuss whether anything in the general student file (including issues of past bullying or incidents of self-harm) suggests that the student may benefit from counselling at the new school.
- The School Counsellor then needs to report back to all staff via the Learning Support Team.

Appendix A: Anti-Bullying Flow Chart (cont.)



Anti-Bullying Flow Chart

Victim:

School Strategies to Support Victim

- Collaborative meeting with student and family
- Counsellor referral
- Student Support Officer (SSO) referral
- Pastoral Care referral
- LST referral
- Engagement in resilience programs e.g. Rock n water, social stories, Bro Speak
- Referral to Outside Agencies

Appendix A:

Agreement to Cease Bullying:

The school and wider community can expect that all members of the school community will be safe at school, free from fear of bullying, harassment, intimidation and victimisation.

I understand I have a responsibility to behave appropriately, respecting individual differences and diversity. I understand that I have shown:

- unwanted, unwelcome or uninvited behaviour towards a fellow student or students
- physical, verbal, psychological or sexual actions towards a fellow student or students which makes a person feel humiliated, offended, victimised, threatened, intimidated or afraid.

This sheet you are asked to sign tells you that bullying is disrespectful and hurtful. It is against the law. Someone will help you read it if it is needed.

You must stop bullying and keep away from that person from now on. You must see the counsellor as well. If you don't you will be suspended

I agree to behave in a respectful, tolerant and accepting way towards this student.

I agree to avoid contact with the student or students I have been bullying unless it is a necessary part of the school curriculum.

I agree to not encourage other students to engage in bullying and/or harassing behaviour towards this student.

I am aware that if I continue to behave as a bully towards this student or other students I may be suspended for bullying.

Signed: _____ Date: _____

Deputy Principal: _____ Date: _____



Appendix B

Incident Report:

Student Name:	Date:
Class:	

1. Tick the type of abuse:

☐ Verbal
 ☐ Physical
 ☐ Emotional Abuse

2. Where did the incident occur?

☐ Playground
 ☐ Between Classes
 ☐ Cyber (online/phone)

☐ Class
 ☐ Other:

3. Who was involved?

4. Were there any witnesses? ☐ Yes ☐ No

If yes, who?

5. What do you think led to incident?

6. How did you react?

7. Give an outline of what has happened:

This image shows a full page of white paper with horizontal dashed lines, typical of primary school handwriting practice paper. The lines are evenly spaced and run across the entire width of the page. There are no margins, text, or other markings present.

Student signature:

...../...../.....

Sentral Entry ☐ Yes ☐ No

Referral on Sentral to YA ☐ Yes ☐ No

Staff Sign: _____