

BULLYING & HARASSMENT POLICY *Draft*

JOHN PIRIE SECONDARY SCHOOL STATEMENT

All members of our school community have a right to learn and work in an environment which is safe, inclusive, and free from harassment, violence and bullying. Behaviour which threatens this right is not acceptable and will not be tolerated.

DEFINITIONS OF BULLYING & HARASSMENT

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful including the misuse of power by an individual or group towards one or more persons. It can include inappropriate behaviour that targets an individual or groups identity, race, culture, sexual behaviour etc. Cyber bullying refers to bullying through information and communication technologies

Bullying and harassment of any form can have long term effects on those involved.

Examples of bullying and harassment can include:

- Physical intimidation or assault
- Writing offensive comments and drawings
- Laughing at or making unpleasant comments about people
- Getting a group to frighten, threaten or intimidate
- Hiding, stealing or destroying property
- Inappropriate and unwanted comments through use of mobile phones and the internet (including social networking sites)
- Spreading rumours
- Ignoring or excluding others
- Discrimination of any kind based on sexuality, appearance, religion, home life etc.

REPORTING BULLYING & HARASSMENT

What to do about bullying & harassment

If you are bullied or if you know someone who is being bullied, please report to:

- Your Care group teacher
- Year Level Coordinator
- Student Counsellor
- Assistant Principal
- Parent / Caregiver/Trusted adult/Principal/Deputy Principal
- Friends

If you are a bystander to bullying, you have a responsibility to report it.

How to report bullying & harassment

- Make an appointment with one of the people listed above (this can be done via Student Services)
- Email the school using the dedicated bullying & harassment email address
- Anonymous drop box in Student Services

When to report bullying & harassment

Report bullying as soon as it occurs. Do not ignore it. When bullying is ignored, it may get worse.

RESPONSIBILITIES**Responsibilities of Students:**

- Respect other students, staff and members of the school community
- Participate in Skills for Success regarding the school's Behaviour and Harassment Policy
- Communicate with an appropriate adult if being bullied or harassed or if you are aware of someone else being bullied or harassed
- Be an effective bystander, and discourage bullying and harassment

Responsibilities of Parents/Caregivers:

- Keep the school informed of concerns you have about bullying and harassment
- Communicate in a respectful manner with school staff
- Follow up on concerns. If necessary contact DECD if they are not resolved

Responsibilities of the Staff:

- Develop and foster positive relationships with students and families
- Communicate and interact effectively with students and engage in cooperative problem solving relationships to address issues of bullying
- Actively follow up incidents of Bullying and Harassment
- Facilitate resolution of Bullying & Harassment when appropriate
- Participate in training and development related to decreasing bullying in schools
- Support students to be effective bystanders

Responsibilities of the Principal:

- Develop, implement and regularly review the school's Bullying & Harassment policy
- Include the topic of bullying behaviour as a Governing Council agenda item twice a year. (including bullying data, trends and anti-bullying programs and initiatives)
- Ensure that all new students to the school and their families are aware of the Behaviour & Harassment policy
- Contribute to the implementation of effective Bullying & Harassment procedures.
- Ensure that within the Student Diary provision is made for students and families to annually agree to support the School Code of Conduct
- Provide access to relevant Professional Development to all staff to effectively manage bullying and harassment and implement intervention strategies
- Manages incidents of bullying in a way that is consistent with the DECD School Discipline Policy.
- Ensure that families have access to the Bullying & Harassment Policy

HOW TO RECOGNISE IF A STUDENT IS BEING BULLIED OR HARRASSED

Students who are being bullied or harassed may not talk about it with their teachers, friends or families. They may be afraid that it will make things worse or that they are 'dobbing'. A change in student's behaviour may be a signal that they are being bullied or have some other concern.

Signs that a student is being bullied and harassed include:

- Unexplained cuts, bruises or scratches
- Damaged or ripped clothing
- Headaches or stomach aches
- Refusal to go to school
- Asking for extra money or food
- Tearfulness, anxiety or difficulty sleeping
- Hiding information on mobile phones, emails or social networking sites
- Increase friendship circle for protection and/or retaliation
- Changing friendship groups
- Isolating themselves

ACTIONS**What we do about incidents of bullying and harassment at JPSS**

We will listen and talk to the person who has been bullied. We will discuss strategies for helping to deal with the bullying. We will negotiate what further follow up is required. This may include:

- Supporting the victim to deal with the bullying or harassment themselves. This could incorporate longer term counselling to help them determine appropriate strategies
- Having a conversation with the person who has done the bullying or harassment. This will focus on helping that person develop a sense of empathy for the victim. It may include some longer term counselling to help them improve their relationships with other people. An informal warning also occurs at this stage. This means they have been given an opportunity to change their behaviour without further consequences being enacted
- Issuing a formal warning to the person doing the bullying and harassment. This means that their parents/caregivers will be informed and invited to be a part of the process to help their child change their behaviour. A bullying and harassment warning letter will accompany this warning, which will outline the possible future consequences if the person does not change their behaviour

If the person doing the bullying and harassment does not change their behaviour, possible consequences include:

- Removal from the yard during recess and lunchtime and/or exclusion from social activities
- Internal Suspension
- External Suspension from school
- Referral to other DECD agencies
- Exclusion from school

At John Pirie Secondary School we use a Case Management approach, according to the frequency and severity of incidents and personal circumstances.

Under the regulations pursuant to the Education Act, Principals can suspend or exclude students from school if they:

..... act in a manner that threatens the safety or wellbeing of a student or member of staff or other person associated with the school (including by sexually harassing, racially vilifying, verbally abusing or bullying that person)

Principals can use these Regulations for incidents that occur off-site and/or out of school hours, if another student's safety or well-being has been threatened. This is particularly relevant in cases of cyber bullying and violence.

HOW WE REDUCE BULLYING AND HARASSMENT AT JPSS**Prevention strategies include:**

- Using our Skills for Success program to teach students in Years 8 & 9 about bullying, harassment and being an effective bystander
- Inviting guests, such as **Brainstorm Productions** and **SAPOL**, to present to our students and support their understanding of bullying, harassment and being an effective bystander
- Using the curriculum to teach students about respectful relationships, civics and citizenship
- Developing student voice opportunities to help students participate and have a say in their learning
- Teaching for and about diversity
- Providing professional learning for staff
- Developing the values of Respect, Responsibility, Persistence and Confidence in student's and link these to appropriate behaviours

Intervention Strategies include:

- Counselling students who have been bullied or harassed
- Talking with parents or caregivers
- Putting consequences in place for those who bully or harass others
- Teaching students to be responsible bystanders
- Ensuring all staff know how to address bullying and harassment effectively and respectfully

Post-intervention strategies include:

- Monitoring the situation between students to ensure their safety and well being are maintained
- Follow up counselling for students who are victims or perpetrators of bullying and harassment to ensure they feel safe at school and remain connected to the school following an incident
- Talking with parents or caregivers about strategies
- Reviewing and evaluating the behaviour code, procedures and policies to make sure they are effective

DISTRUBTION LIST

- Students, families and community members – via school newsletter and website
- Enrolment pack
- Staff members – via Staff Handbook
- Education Director

FURTHER INFORMATION

<http://www.decd.sa.gov.au/speced2/pages/bullying/>

REVIEW

Ratified by Governing Council

Ratified by Staff

Principal: Roger Nottage

Governing Council Chair: Sandra Stringer