

Responsibilities

Students:

- will become familiar with and use the school's Grievance Procedures
- learn and identify what bullying is
- learn strategies to support themselves and others
- report incidents of bullying that they observe
- use effective bystander strategies to support the person who is being bullied
- seek help from an adult if required

Staff:

- will act as a positive role model to students by fostering caring and supportive friendships.
- explicitly teach personal strategies for students who are being bullied, bystanders and bullies
- will follow through incidents using the school's Grievance Procedures and Behaviour Code, allowing for flexibility depending on the nature, severity and extent of the bullying. Natural justice principles shall apply.
- will follow up with victims, perpetrators and bystanders
- enact upon the Behaviour Management Policy
- incorporate lessons about bullying into the curriculum including *cyber-safety*
- inform parents about incidents involving their child
- Contact police if the behaviour is considered illegal (e.g. e-crime, sexting)
- maintain concise and accurate records
- vigilant monitoring of school environment

Principal:

- Principals can take action even if the behaviour occurred outside school hours or off site, including cyber-bullying.
- Gather and analyse data on bullying in the school through observations, behaviour management records, surveys, discussions with staff and students
- Keep records of all reported bullying incidents
- Work cooperatively with parents to raise awareness
- Empower all students by giving them necessary support and training
- Protect and support the victim of bullying
- Provide opportunities for counselling, education and behaviour change for bullies and bystanders Encourage all students to learn and play in a safe and cooperative manner
- Contact police if the behaviour is considered illegal

What can parents do?

How can I tell if my child is being bullied or harassed?

Note: Some children may be reluctant to disclose that they are being bullied or harassed.

Some signs a child is being bullied or harassed may be:

- Reduced ability to concentrate and learn
- Refusal to attend school, excuses not to go
- Unexplained cuts, bruises or scratches
- Stolen or damaged possessions/clothing
- Headaches or stomach aches
- Asking for extra pocket money or food
- Acting out, tearful, sadness, lack of interest in usual activities
- Unwillingness to discuss or secrecy about their online communications (e.g. mobile phone texts, emails, Facebook comments)
- Changes to sleep and eating habits

What should I do if I think my child is being bullied or harassed? Or if my child is the bully?

- Listen calmly to your child
- Let your child know that telling you was the right thing to do
- Find out:
 - What happened
 - Who was involved
 - Where it happened
 - If anyone else saw it, read it or heard it
- Talk with your child about what should be done
- Ask if it has been reported to the school
- Make a note of what your child tells you to help you when you talk to the school
- Familiarise yourself with the school's Behaviour Policy and Grievance Procedures

Talk to your school

- Make a time to speak with your child's teacher, deputy principal or principal
- Ask the school what else you can do to help your child and the school to stop the bullying or harassment
- Keep in touch with the school, and let them know if problems continue

STRADBROKE SCHOOL



"Excellence and achievement in a supportive school environment"

Anti-Bullying
and Harassment Policy
Reviewed 2013

School Statement

Everyone at Stradbroke School has the **right** to a supportive environment that is safe, inclusive and conducive to learning.

Everyone at Stradbroke School has the **responsibility** to take a stand to ensure that the school is free from harassment and bullying.

What is bullying and harassment?

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 groups towards one or more persons.

Cyber-bullying refers to bullying through information and communication technologies such as the Internet and mobile phones.

Bullying is NOT:

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

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 on-going pattern of behaviour, or it may be a single act.

It may also be helpful to know that:

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, rejection, and may be subject to investigation under the Equal Opportunities Act 1984

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, random act or can occur over time. This may constitute an assault which is a police matter.



Bullying and Harassment:

- may involve hitting, kicking, pinching (physical); name-calling, teasing, threats (verbal); notes, graffiti (written) text messages, sending filmed or photographed images, comments on social networking sites (cyber); stand-over tactics, gestures (psychological); rumours, putdowns (social exclusion); physical, verbal or nonverbal sexual conduct (sexual)
- may be done directly (e.g. face to face) or indirectly (e.g. via 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
- can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not **take a stand**

Find out more about bullying by familiarising yourself with the following documents on our school website or by visiting the following websites

Resources

- National Safe Schools Framework
- DECD School Discipline Policy
- Stradbroke Behaviour Management Policy
- Stradbroke School: Behaviour Code
- Child Protection Curriculum
- Grievance Procedures
- IB Learner Profile Characteristics and Attitudes
- www.kidshelp.com.au 1800 55 1800
- www.bullyingnoway.com.au
- www.takeastandtogether.com.au
- iPhone App 'Take a Stand'
- www.cybersmart.gov.au
- Download **Cyber safety Help Button** at www.dbcde.gov.au