



## Kallista PS

# **BULLYING (including cyber-bullying) AND HARASSMENT POLICY**

### **PURPOSE:**

Our school is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students, parents and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching.

When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected, and students and staff will be enabled and supported in their pursuit of learning and teaching.

A clear policy on bullying (including cyber bullying) and harassment will inform the community that **bullying and harassment in any of its forms will not be tolerated**. This policy should be read in conjunction with the Student Management Policy and Procedures.

### **AIMS:**

- To reinforce within the school community that no form of bullying is acceptable.
- Everyone within the school community is alerted to signs and evidence of bullying and has a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.

### **What are bullying, cyber bullying and harassment?**

**Bullying** is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

**Cyber-bullying** consists of covert, psychological bullying, conveyed through the electronic mediums such as smart phones and social media.

**Harassment** is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

### **GUIDELINES**

A school-wide approach will be taken to deal with bullying and harassment in a consistent and systematic way. All new students and staff will be informed of the anti-harassment policy and practices at the commencement of their time at the school. All complaints of harassment will be heard in confidence and taken seriously.

Our school will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues.

There will be disciplinary consequences, covering a range of strategies, for those in breach of this Policy, guidelines and procedures (see also Student Management Policy and Procedures).

## **PROGRAM**

Constructive strategies to deal with harassment will include: education in coping strategies; assertiveness training; problem solving and social skills; counselling and behaviour modification. These strategies will be employed in preference to punitive sanctions and negative consequences.

The Bullying and Harassment Policy of the school will be widely promoted to students, staff, parents/carers and the local community. A summary of the policy will be included in the Student Enrolment Package and our school website, while new staff will receive extensive documentation as part of the school's induction process.

The school leadership team and the teachers will work together to ensure the safety of all school members in situations of bullying and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.

If a teacher feels a student is at serious and imminent risk from bullying and harassment, then it is their professional duty to pass on the information to the principal and the student's teacher in order to ensure appropriate support for the student. It is important that teachers document fully their interaction with the student and to verify the actions taken.

Student programs will be organized to raise student awareness about bullying and harassment, to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and workers. The curriculum will include anti-bullying messages and strategies in line with current DET materials e.g. Respectful Relationships, School Wide Positive Behaviours, trauma informed practice and our Kallista PS school values.

Professional development will be provided for staff relating to bullying and harassment and proven strategies to address these issues in classrooms will be shared with all staff. The school will provide specialist resources such as books, videos, kits and off-site professional development activities to assist staff in responding appropriately to bullying and harassment issues.

Disciplinary consequences for bullying and harassment will comply with the school's Student Management Policy and Procedures. The principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Training (DET) guidelines.

<b>Approved by School Council</b>	<b>September 2019</b>
<b>Year of next review</b>	<b>September 2022</b>