

ANTI-BULLYING/ HARRASSMENT POLICY

PURPOSE

All members of the school community have a right to learn, feel safe and comfortable, be treated with respect and work in a bullying and harassment free environment. At Banksia Park International High School (BPIHS) we will not tolerate bullying or harassment. BPIHS will address bullying and harassment including behaviour that occurs off-site and out of school hours where there is an impact on school relationships.

DEFINITION OF BULLYING

Bullying is a pattern of repeated physical, verbal, psychological or social aggression that is directed towards a specific student and is intended to cause harm, distress and/or create fear. Bullying may be carried out overtly (eg face-to-face) or covertly (eg through repeated social exclusion or via technology). It is a sub-category of aggression and is different to, but also related to, harassment and violence. Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Conflict or fights between equals and single incidents are not defined as bullying. Once off behaviour that breaches school rules may result in consequences.

CYBERBULLYING

A term used to describe bullying that is carried out through internet or mobile phone technologies. It is often combined with off-line bullying. It may include a combination of behaviours such as: sending insulting text messages, publishing someone's private information, creating hate sites or implementing social exclusion campaigns in social networking sites.

With the rise of social networking sites, online bullying and harassment of students has become an issue that filters into schools and affects the wellbeing of students. As a school community, including students, parents and school staff, we are all expected to use these sites appropriately. Personal issues that occur outside of school, while generally not the business of the school, often lead to issues with relationships and interfere with learning at the school and the school will become involved.

The school will use the grievance procedures and issue consequences to students who do the following:

- take, store or share images of students without their permission for any reason
- make harassing or inappropriate posts
- instigate the harassment of others.

The victims may refer incidents to the police and government departments. Information can also be gained from www.esafety.gov.au

DEFINITION OF 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 that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

VIOLENCE

Is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological or physical harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time. This may constitute an assault, which is a police matter.

DISCRIMINATION

Is the practice of treating someone or a group differently and less fairly than others. Discrimination is often ongoing and commonly involves exclusion or rejection.

SEXUAL HARASSMENT

Is any unwanted, unwelcome or uninvited behaviour of a sexual nature that makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions or the display of offensive material.

SIGNS OF BULLYING OR HARASSMENT

Some signs that a student is being bullied may be: anxiety, tearfulness, vague headaches or stomach aches, refusal to go to school, unexplained cuts, bruises or scratches, damaged or ripped clothing, asking for extra pocket money or food, difficulty sleeping, 'hiding' information on mobile phones, emails or in comments on their social networking pages.

HOW TO REPORT BULLYING AND HARASSMENT

The student may choose to raise a bullying/harassment issue with a staff member, parent or friend. All students and staff have a responsibility to report bullying and harassment (see responsibilities).

When a bullying/harassment issue is raised with a staff member they will discuss with you the options for responding, which may include:

- providing additional support to you (either through the school or other services)
- investigation of the behaviour through the leadership team, including by speaking to other staff and students
- providing interventions with the other student to stop their behaviour and prevent future behaviour if there is a reasonable belief that bullying has occurred
- exploring opportunities to restore relationships
- seeking advice and support from parents.

RESPONSIBILITIES

Students have a responsibility to follow the school's student behaviour management guidelines and to speak to staff if they are aware that another student is being bullied/harassed or is bullying/harassing someone else.

Staff are responsible for listening to all student reports of bullying or harassment, taking notes of concerns, dates and times, investigating/taking appropriate action and following up with victims and perpetrators including ensuring support has been provided to those who have been harmed, implementing strategies to prevent further bullying/harassment and supporting ongoing school relationships.

Parents have an important role in supporting their child through:

- recognising signs of bullying or harassment and working constructively with the school
- keeping the school informed of concerns about behaviour, their children's health issues or other matters of relevance
- communicating in a respectful and timely manner with school staff about issues of concern.

PREVENTION, INTERVENTION AND COPING STRATEGIES

Banksia Park International High School has an extended care group (ECG) program that addresses wellbeing through programs relevant to each year level. This program is reviewed annually and includes learning activities and presentations on topics such as cyber-safety, anti-bullying, teamwork and learning habits. Students complete their Personal Learning Plan through ECG and reflect on their academic progress and wellbeing. In addition, all students study the Department for Education child protection curriculum through the SHINE SA program in year 8 and 9.

Note: Under regulations 44 and 45 of the Education Regulations 2012, principals can suspend or exclude a student who acts in a manner that threatens the safety or wellbeing of a student or member of staff, or another person associated with the school. These regulations do not preclude an event that occurs outside of school hours or off site. Principals can therefore use these procedures with a student enrolled at their school if the principal believes, on reasonable grounds, that the student has acted in such a manner, even if this behaviour occurred outside of school hours or off site.

Police officers also have the power to confiscate a mobile phone where any image held on the phone is possible evidence of a crime. The phone may be kept by SAPOL until the action comes before a court. Where Department for Education staff reasonably suspect that a student has used a mobile phone to record a crime, the phone should be confiscated and handed to SAPOL.