

Anti-Bullying - A whole school approach

Anti Bullying Policy

All members of Para Hills High School are committed to a safe and caring environment, which promotes wellbeing and positive outcomes for all.

Definitions:

Bullying is repeated verbal, 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.

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

Bullying in any form or for any reason can have long-term effects on those involved including bystanders¹

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 and or disability. Discrimination is ongoing and commonly involves exclusion or rejection

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 and or disability and 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 result in psychological 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.

Sexual harassment is unwelcome sexual conduct which makes a person (male or female, of the same or opposite gender, same sex attracted, bisexual or transgender) feel offended, humiliated and or intimidates, where that reaction to the conduct is reasonable in the circumstance. Sexual harassment can be a single incident, repeated or continuous, direct or indirect and take various forms

Technology/Cyber bullying, is bullying which uses e-technology as a means of victimising others, it is the use of an internet service or mobile technologies – such as e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging)- with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.

Bullying is harmful to the happiness, productivity, health, career prospects and morale of those experiencing it. Further, it also has a detrimental effect on the atmosphere in the work environment of the school community at Para Hills High School.

What do we do to prevent bullying at Para Hills High School?

As a school community we will not allow cases of bullying to go unreported but will speak up even at risk to ourselves. Our School is committed to:

- encouraging respectful relationships
- reducing the incidents of bullying.
- countering the view that bullying is an inevitable part of school life.
- creating a supportive climate and break down the secrecy surrounding bullying.
- providing staff, students and parents with options to respond to bullying
- a whole school understanding of the grievance procedures
- treating all expressions of concerns seriously and confidentially
- providing support to the complainant and the person about whom the complaint is made
- resolving issues in a culturally sensitive manner

What can students do?

If a student feels they are being bullied/harassed or has witnessed bullying, discrimination, harassment or violent behaviour they should:

- refuse to be involved in any situation that involves bullying, discrimination harassment (sexual or racial) or violence
- take some form of preventative action
- report the incident or suspected incident and help break down the code of secrecy

Parents and Caregivers

- Watch for signs of distress in their children e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising.
- Encourage students to discuss the effects and consequences of bullying discrimination, harassment and violence.
- keep the school informed of concerns about behaviour, their children's health issues or other matters of relevance
- communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise
- follow up on these concerns and, if necessary, contact the Regional Office if the concerns are not resolved following intervention by the principal.

What to do if students experience bullying of any form or you notice someone is bullied.

If a student has experienced bullying, discrimination harassment, violence and they have asked the person to stop and it continues students need to follow the school grievance procedures practice.

They will need to complete a written form which can be found with Student Counsellors and Year Level Managers and Teachers.

All complaints made are taken seriously and will be resolved in a timely manner ensuring that confidentiality, equity and due process applies

Useful Numbers

Kids Help Line	1800 551 800
Crisis Care	13 16 11
Life Line (24 Hours)	13 11 14