A summary for students and parents

Bulli High School believes that all students should feel safe and happy each day at school. The Anti-Bullying and Harassment policy will allow the school to deal with reported incidents of harassment and implement programs with students and staff to raise awareness of Bullying and harassment issues and reduce Bullying and harassing behaviour.

Rationale

Bulli High School does not tolerate bullying in any form. All members of the school community are committed to ensuring a safe and caring environment which promotes personal growth and positive self-esteem for all. It is recognised that parents have a prime responsibility for the behaviour pattern and general attitude development of their children. The influence of the school is of major importance when parents and school work harmoniously together, to develop desirable attitudes and tolerance in the children.

What is Harassment?

By definition, harassment is....

“Any verbal or physical conduct which is uninvited, unwelcome, intimidating, not reciprocated and is usually repeated and which is perceived by the recipient to be embarrassing or offensive”

Particular behaviours which are examples of harassment include:

- Verbal behaviour such as suggestive remarks, innuendo, demeaning comments or jokes, put downs, etc
- Verbal abuse,
- Demands on a sexual nature,
- Obscene or offensive gestures,
- Unwelcome and/or uninvited physical contact,
- Intimidation,
- Sex based, racially based or general harassment.

What is Bullying?

- Bullying is an act of aggression causing embarrassment, pain or discomfort to another.
- It can take a number of forms: physical, verbal, gesture, extortion and exclusion.
- It is abuse of power.
- It can be planned and organised or it may be unintentional.
- Individuals or groups may be involved.

Particular behaviours which are examples of bullying include:

- Any form of physical violence such as hitting, pushing or spitting on others, where the action is intentional to do harm.
- Interfering with another’s property by stealing, hiding, damaging or destroying it.
- Using offensive names, teasing or spreading rumours about others or their families.
- Using put downs, belittling others’ abilities and achievements.
- Writing offensive notes or graffiti about others.
- Making suggestive comments or other forms of sexual abuse.
- Ridiculing another’s appearance, and
- Forcing others to act against their will.

Who deals with harassment and bullying?

Bulli High School insists that all within its community show respect for others and that the students develop resilience which is essential for their preparation for life.

Harassment and bullying behaviours are not tolerated at Bulli High School and all teachers and in particular the year advisers, the teachers in charge of girls and boys and the deputy principals will act upon the report of harassment and bullying.
Bulli High School also has an Anti Bullying and Harassment Program which involves activities and actions which are designed to eliminate the occurrence of bullying and harassment.

**What should you do if you are being harassed or bullied?**

- Initially ignore it, showing that it doesn’t upset you. This is part of developing resilience.
- You may confront the harasser or bully and state that the behaviour is unwanted and unjustified. That is, in a calm manner let the offender know that you do not like their actions and that they should stop.
- If your passive intervention fails to achieve the desired outcome and the harassment or bullying continues then you must let someone know. You should talk to a teacher who will report the concern to the year adviser or deputy principal. You can talk directly to your year adviser or the deputy principal.
- You may feel better talking to your friends or parents too.

**What steps will be taken when bullying or harassment occurs?**

- Students are encouraged to initially let the offender/s know that their actions are not wanted.
- If the offender does not cease their actions, students are to report their concerns to a teacher, a year adviser, the teacher in charge of girls or the teacher in charge of boys or a Deputy Principal. This report is best written down by the student and handed to the member of staff they are reporting to.
- Once a concern has been reported, the year adviser or Deputy Principal will interview the alleged offender and a warning or disciplinary consequence will be delivered depending on the circumstances and seriousness of the case. An electronic Incident Report must be submitted by the staff member dealing with the case.
- It may be necessary to have a meeting with both parties. This meeting may be conducted by a peer mediator, the year adviser or a Deputy Principal.
- If the bullying or harassment continues disciplinary actions will be taken by the Deputy Principal and parents will be part of the resolution action.
- Students may be suspended by the Principal where they do not respond to actions by the Deputy Principal.

**Bulli High School Promotes**

- The value of each individual and the rights of others.
- Tolerance of all members within the school community.
- Respect and the appreciation of human differences.
- Friendship.
- Co-operation and responsibility.

**What do we do to prevent bullying and harassment at Bulli High School**

- The basis of the Student Welfare Fair Discipline Policy is to provide an environment which is secure and well managed.
- Identify key social skills and develop plans for all children to acquire them.
- Identify and cater for the individual learning needs of the children.
- Report suspected incidents to the appropriate staff member.
- Provide strategies to cope with bullying through assemblies, peer support, peer mediation class talks.
- Provide programs which engage external agencies.

**Cyberbullying**

Cyberbullying is the usage of technology to bully and harass. This is a particularly damaging form of bullying which is an offence in the eye of the law.

Bulli High School wishes to give all students clear steps to follow if they are subject to Cyberbullying. These steps are as follows

- Do not respond to the Cyberbullying
- Report the offence to parents and if related to school report to a Teacher/Deputy Principal at the school
- Have access blocked to the bully
- Report to the Police if it persists
- Have your email address and or phone number changed
- Be careful who you share your mobile number and email address with