ANTI-BULLYING – STUDENT POLICY

Rationale:
The Narre Warren South P-12 College Community has the right to a safe and caring environment that promotes learning, personal growth and self-esteem. Narre Warren South P-12 College is committed to providing all employees, students, parents and visitors with a healthy and safe teaching and learning environment free from bullying. Each employee (Principals, teachers, ESS, ancillary staff, contract personnel), student, parent and visitor has a responsibility to comply with this policy.

Definition:
A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Bullying can take many forms:
- Physical Bullying – includes fighting, pushing, shoving, gestures, standing over or invading someone’s personal space.
- Verbal Bullying – includes name calling, offensive language, putting people down directly or behind their backs, picking on people because of their race, gender or religion and humiliating someone through sarcasm or insults.
- Victimisation – intimidation, including stand-over tactics, is picking on others, threats to get people, repeated exclusion.
- Sexual Bullying – includes touching or brushing against one in a sexual manner, sexually oriented jokes, drawings of or writing about someone’s body, using rude names or commenting about someone’s morals, unwanted invitations of a sexual nature, asking questions about someone’s private life.
- Exclusion Bullying – leaving people out of activities on purpose.
- Racial Discrimination of any kind is a form of bullying.
- Electronic Bullying – includes using phones, email, and internet to harass others.

Objectives:
The aim of this policy is to ensure an ongoing commitment to:
- Reinforce within the College community what bullying is, and the fact that it is unacceptable.
- Ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- Ensure everyone within the College community is alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- Improve the culture of our College community.
- Effective communications with families.

Implementation:
Narre Warren South P-12 College will, as a whole learning community, collaboratively implement a four phase approach to address bullying:
1. Primary Prevention – Education of College Community members:
   - Teachers will conduct ongoing lessons to equip students with strategies to deal with bullying and inform them of their rights and responsibilities.
   - Professional Development for staff as required on bullying and harassment and strategies that counter-act them.
• Community awareness and input relating to bullying, its characteristics and the school's programs and response through newsletter items and parent letters prior to surveys.
• To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

2. Early Intervention:
• A bullying survey administered and acted upon twice annually.
• At our College it is a right and responsibility to report bullying, whether this happens to you or to someone else. If it occurs a student or parent should talk to the homegroup teacher. In addition, the Student Welfare Coordinator, Principal, Assistant Principal or Subschool Coordinators can be approached as can any other member of the teaching staff. These discussions will be viewed as confidential. **It is every student and parents responsibility to report bullying to a relevant staff member to ensure support is provided to all students, parents and visitors involved in bullying situations. This includes bullying between students and students, students and teachers, parents and teachers and students and parents and any bullying involving visitors.**
• If a staff member is aware of bullying amongst students, between students and parents or involving visitors they need to ensure steps are taken to stop this from continuing. Such action could include the teacher counselling the students, use of Restorative Practice guidelines, taking disciplinary action as required or referring the issue to a homegroup teacher, team leader, sub school leader, Student Welfare Coordinator, Assistant Principal or Principal as appropriate. Any incidents involving a parent or a visitor as an alleged perpetrator should be referred by teachers to a member of the Principal Class. **It is every staff member’s responsibility to ensure support is provided to all students, parents and visitors involved in a bullying situation.**

3. Intervention:
• Students identified through the Bullying Survey Term 1 will be warned.
• Students, who are named again in the Bullying Survey in Term 3 and continue to show ongoing bullying behaviours, particularly after receiving a warning and support as outlined in the above guidelines, will experience sanctions as outlined in our Behaviour Management Program and/or using the Restorative Justice guidelines. Parents will be contacted and a Restorative Justice booklet issued to be completed with parent. Sanctions could include Individual Behaviour Management Programs/Contracts, Detention, removal of privileges, Suspension and Expulsion.
• Counselling and support will be provided for perpetrators, victims and parents as deemed necessary.

4. Post Violation:
• Ongoing monitoring of identified bullies.
• Rewards for positive behaviour.

Evaluation:
The effectiveness of this policy will be reviewed as part of the College’s four year review cycle.