

ANTI-BULLYING, CYBER BULLYING AND ANTI-HARASSMENT POLICY

General Statement:

Jackson School is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to 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.**

Definition:

'Bullying' is when an It may be direct physical, direct verbal, indirect or cyberbullying. Bullying is not a one-off disagreement between two or more people or a situation of mutual dislike. Bullying can be: individual or group uses real or perceived power to repeatedly cause physical or psychological harm to another person

1. **Direct physical bullying** – eg. hitting, tripping, and pushing or damaging property.
2. **Direct verbal bullying** – eg. name calling, insults, homophobic or racist remarks, verbal abuse.
3. **Indirect bullying** – eg. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person, damaging a person's social reputation or social acceptance, or cyberbullying.

Cyber-bullying is direct or indirect bullying behaviours using digital technology. For example via a mobile phone, chat rooms or social media. It could involve setting up a defamatory personal website or deliberately excluding someone from social networking spaces. It can be visual (use of images), verbal (over the telephone) or written (flaming, threats racial, sexual or homophobic harassment) using the various mediums available.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person which could reasonably be expected to cause offence, humiliation or intimidation to a person.

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.

Implementation:

- A school-wide approach will be taken to deal with bullying (including cyber bullying) and harassment in a consistent and systematic way.
- Staff will engage with families to discuss bullying issues/reports and will work together to develop appropriate supportive strategies.
- 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.
- Jackson 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 the Anti-Bullying (including cyber bullying) and Anti-Harassment Policy.
- 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 Anti-Bullying and Anti-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 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 (including cyber 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 (including cyber bullying) and harassment then it is their professional duty to pass on the information to an appropriate person 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 conducted to raise student awareness about bullying (including cyber bullying) and harassment and provide students with safe and supportive strategies

- Professional development will be provided for staff relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.
- Disciplinary consequences for bullying (including cyber bullying) and harassment will comply with the Department of Education and Training (DET) guidelines.

Evaluation:

This policy will be reviewed every 3 years or more often if necessary due to changes in regulations or circumstances.

Ratified by School Council: _____

Review Date: _____

School Council President

Jackson School Principal