ANTI-BULLYING POLICY

1. POLICY STATEMENT

At Churchlands Senior High School, staff commit to ensuring a safe and supportive environment where all members of our school community have the right to be respected and have a responsibility to respect each other.

2. POLICY SCOPE

We aim to provide an environment that is physically, emotionally, and intellectually safe for all members of our school community.

We seek to achieve this by:

2.1   Preventing the occurrence of bullying. We do this by educating the students on establishing positive relationships and reinforcing the rights and responsibilities of all school members.

2.2   Developing individual self-esteem and respect for others through informative lessons and activities in Health and Form.

2.3   Combating bullying by processes of reconciliation, support (which may include involvement by Student Services personnel and parents as deemed necessary by the Heads of Year) or sanctions (as prescribed by the Associate Principal) which are directly linked with the Department of Education Policy.

3. DEFINITIONS

3.1   WHAT IS BULLYING?

Bullying is when an individual or group misuses power, then uses that imbalance of power to target another individual or group to intentionally threaten or harm them on more than one occasion. This may involve verbal, physical, relational, and psychological forms of bullying. Teasing or fighting between peers is not necessarily bullying. [Behaviour Management in Schools policy, Department of Education (2013)].

3.2   BULLYING MAY INVOLVE:

3.2.1   *verbal bullying:* The repeated use of words to hurt or humiliate another individual or group. Verbal bullying includes using put-downs, insulting language, name-calling, swearing, nasty notes and homophobic, racist, or sexist comments.

3.2.2   *emotional/psychological bullying:* Includes repeated stalking, threats or implied threats, unwanted email or text messaging, phone calls, abusive websites, threatening gestures, manipulation, emotional blackmail, and threats to an individual's reputation and sense of safety.

3.2.3   *relational bullying:* Usually involves repeatedly ostracising others by leaving them out or convincing others to exclude or reject another individual or group, making up or spreading rumours, and sharing or threatening to share another's personal information.

3.2.4   *physical bullying:* Includes repetitive low level hitting, kicking, pinching, pushing, tripping, 'ganging up', unwanted physical or sexual touching and damage to personal property. More serious violent behaviours are not necessarily treated as bullying and may be better managed through the school's discipline processes.

3.2.5   *cyber bullying:* Involves the use of information and communication technologies such as email, text messages, instant messaging, and websites to engage in the bullying of other individuals or groups. This technology provides an alternative means for verbal, relational and psychological forms of bullying.

Special Note: Incidents that happen outside of school that relate directly to the school will be managed according to the Student Behaviour and Good Standing Policy (5.2 Responding to Behaviour – Out of Class).

3.3   WHAT IS NOT BULLYING:

3.3.1   While fighting between two students is a serious concern involving violence, it is not bullying unless it is recurring and deliberate abuse of power over a period of time.

3.3.2   Teasing, done in mutual fun and jest, where all individuals are involved and feel capable of responding, is not bullying. However constant, continual teasing that is done in a mean and hurtful way, is bullying.

To further understand *what is not bullying*, we need to also consider the following:

3.3.3   **Conflict**: Conflict is a normal part of human interaction and can occur when people have differing opinions, goals, or needs. It becomes bullying when there is a repeated pattern of one person using power or aggression to harm or intimidate the other.

3.3.4   **Single Incidents**: An isolated negative interaction or disagreement does not necessarily constitute bullying. Bullying typically involves a pattern of behaviour rather than a one-time occurrence.

3.3.5   **Constructive Criticism**: Providing feedback or constructive criticism in a respectful manner with the intention of helping someone improve is not considered bullying. It becomes bullying when the criticism is malicious, demeaning, or intended to harm the person's self-esteem.

3.3.6   **Assertion of boundaries**: Expressing personal boundaries and standing up for oneself in a non-aggressive manner is not bullying. It is important for individuals to assert their rights and protect themselves within the bounds of respectful communication.

3.3.7   **Differences in Opinion**: Having different opinions, beliefs, or values and expressing them respectfully in not considered bullying. It becomes bullying when someone uses their opinion as a means to belittle, insult, or harass another person.

3.3.8   **Accidental actions**: Actions that unintentionally cause harm or distress to others do not qualify as bullying. However, it is important to apologise and make a amends when such situations arise.

It is crucial to distinguish between these situations and actual bullying to ensure appropriate intervention and support for experiencing this harmful behaviour.

3.4   AT CHURCHLANDS SENIOR HIGH SCHOOL

Students have right to:	*Students have the responsibility to:*
Be treated with courtesy and respect	Show courtesy and respect to others
Work in, and enjoy, a safe, secure, and clean environment	Keep our environment safe, secure, and clean
A learning environment that is free from disruption	Ensure that there is no disruption to another person's learning environment
Achieve their educational potential – "Strive for excellence"	Develop their potential and assist others in doing the same
Have their property respected	Respect student, staff, and school property
Be proud of their achievements	Ensure their actions do not discredit the school community

3.5   WEBSITES RELATING TO BULLYING WHICH MAY PROVIDE USEFUL INFORMATION FOR PARENTS AND STUDENTS:
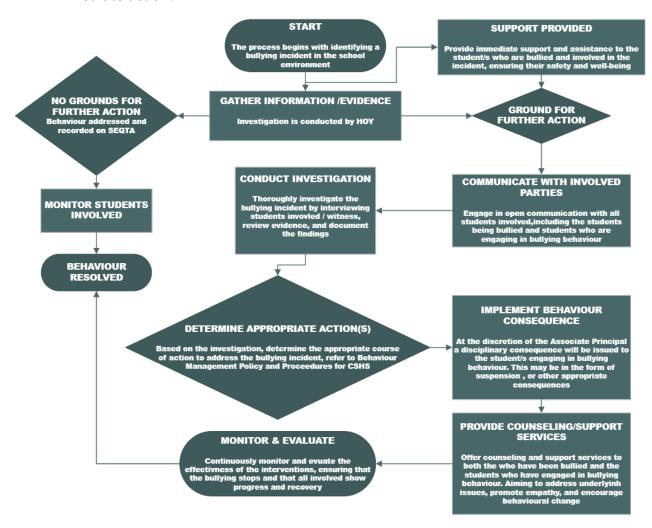
- https://headspace.org.au/friends-and-family/what-is-bullying-in-children/
- http://au.reachout.com/bullying
- https://www.youthbeyondblue.com/understand-what's-going-on/bullying-and-cyberbullying
- https://esafety.gov.au/parents
- https://education.gov.au/bullying-research-projects
- http://www.thinkuknow.org.au/report-cyberbullying

- https://churchlands.cybersafetyhub.com.au

Online **Safety** Hub | *Access Instructions*

4. PROCEDURES

All students, parents and staff are expected to report bullying events so the school can take immediate action.

START
The process begins with identifying a bullying incident in the school environment

SUPPORT PROVIDED
Provide immediate support and assistance to the student/s who are bullied and involved in the incident, ensuring their safety and well-being

NO GROUNDS FOR FURTHER ACTION
Behaviour addressed and recorded on SEQTA

GATHER INFORMATION /EVIDENCE
Investigation is conducted by HOY

GROUND FOR FURTHER ACTION

MONITOR STUDENTS INVOLVED

CONDUCT INVESTIGATION
Thoroughly investigate the bullying incident by interviewing students invovled / witness, review evidence, and document the findings

COMMUNICATE WITH INVOLVED PARTIES
Engage in open communication with all students involved,including the students being bullied and students who are engaging in bullying behaviour

BEHAVIOUR RESOLVED

DETERMINE APPROPRIATE ACTION(S)
Based on the investigation, determine the appropriate course of action to address the bullying incident, refer to Behaviour Management Policy and Proceedures for CSHS

IMPLEMENT BEHAVIOUR CONSEQUENCE
At the discretion of the Associate Principal a disciplinary consequence will be issued to the student/s engaging in bullying behaviour. This may be in the form of suspension , or other appropriate consequences

PROVIDE COUNSELING/SUPPORT SERVICES
Offer counseling and support services to both the who have been bullied and the students who have engaged in bullying behaviour. Aiming to address underlyinh issues, promote empathy, and encourage behavioural change

MONITOR & EVALUATE
Continuously monitor and evuate the effectivness of the interventions, ensuring that the bullying stops and that all involved show progress and recovery

5. RELATED DOCUMENTS

- Department of Education Policies – Reducing Bullying in Schools
- Student Behaviour in Public Schools Policy
- Duty of care for Public School students
- E Safety Commissioner Website
- Preventing and managing bullying guidelines -DOE resources

6.   RESPONSIBLE STAFF MEMBER

Policy Manager	Principal
Responsible Staff	Associate Principals and Heads of Year
Approval Authority	Churchlands SHS Board
Approval date	10 August 2023
Next evaluation date	August 2026

7.   REVISION HISTORY

Version	Approved Amended Rescinded	Date	Authority	Key changes/notes
V1	Approved	10 August 2023	Churchlands SHS Board	As Above