



ANTI-BULLYING POLICY

Rationale:

Korumburra Secondary College students and staff have the right to a safe and caring environment which promotes learning, personal growth and positive self esteem. The school is committed to providing this type of environment and each student and staff member has the responsibility to ensure that it occurs..

Aims:

To allow all students and staff to work in an environment free of bullying and harassment

Implementation:

Definition of bullying

- Bullying is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure to the victim. Bullying involves the abuse of power in relationships.
- We consider the following to be bullying:

Physical bullying	Including fighting, pushing, shoving, gestures or invasion of personal space
Verbal bullying	Including name calling, offensive language, putting people down behind their backs, teasing, insults, put downs, making fun of someone
Victimisation	Including stand over tactics, picking on others, making threats to 'get' people, repeated exclusion/isolation
Sexual bullying	Including touching or brushing against one in a sexual manner, sexually oriented jokes, drawings, comments or writing about someone's body, using rude names, commenting about someone's morals, unwanted invitations of a sexual nature, asking questions about someone's private life
Discrimination	Including picking on people because of their race, culture, sexual orientation, disability, gender or religion
Social bullying	Including ignoring, excluding, ostracising or alienating
Psychological bullying	Including spreading rumours, stalking, dirty looks, hiding or damaging possessions
Cyber bullying	Including use of information and communication technologies to send unwanted messages, spread rumours, threaten, humiliate, tease, put down, defame or embarrass others

Addressing Bullying through the provision of a safe school environment

Korumburra Secondary College uses a number of approaches to provide a safe and caring environment which allows students to learn and teachers to teach without interference. The following programs support us to prevent bullying and deal with bullying when it occurs:

- A comprehensive transition program
- Supportive student programs such as LINK, LAP
- In school social skills strengthening programs such as well-being programs, camps and excursions.
- Involvement of external agencies to run targeted programs for individual students, small and large groups, and whole year levels
- Regular use of a random and anonymous surveys, with action taken on results

- A Student Welfare Team including the Assistant Principal, Chaplain, Adolescent Health Nurse, Sub School leaders, Integration co-ordinator and Specialist Student Support Officers (psychologists and social workers)

The role of students

Students are encouraged to report bullying to their Year Level Co-ordinator or Sub School Coordinator, however they can also speak to the Principal, Assistant Principal, Form Teacher or Class Teacher.

Discussions will be treated confidentially.

Regardless of whether a student is a victim or observer, they have the right and responsibility to report all bullying that occurs within the school.

The role of the school

Reports of bullying should be directed to the Year Level Co-ordinator or Sub School Coordinator for further action. After consultation with those involved, actions will be taken to ensure the bullying stops. The initial approach will be to use the Method of Shared Concern. Where further actions are necessary, principles of Restorative Justice will be applied. Other consequences may be applied.

School Support Staff (psychologists/social workers) are available for consultation on bullying issues and can be accessed via the Welfare Team.

Staff are encouraged to participate in Professional Development relating to Student Management, Conflict Resolution, Bullying and Harassment and Restorative Justice. At the beginning of each year this policy will be discussed in a staff meeting.

The role of parents

Parents concerned about bullying are encouraged to speak to their Year Level co-ordinator or Sub School Coordinator, however they can also speak to the Principal, Assistant Principal, Form Teacher or Class Teacher. Discussions will be treated confidentially.

Evaluation:

This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

2013