



Glenunga International High School

Bullying and Harassment Policy

Preamble:

Glenunga International High School is focused on learning and creating conditions where all students can achieve their personal best whilst also maintaining health and wellbeing. Positive and productive relationships are at the heart of everything we do. Our school environment is built on valuing and nurturing every individual and their cultural background and is everyone's responsibility. **Harmony** is a key school value that is exemplified by the caring and respectful interactions that occur between all members of the school community. The other school values are **Excellence^{PB}**, **Opportunity^U** and **International Mindedness**.

Glenunga International High School will provide a safe, inclusive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, is not tolerated in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of the community.

Definitions

Bullying

Bullying is **repetitive** behaviour of a student or group which upsets or hurts another student. A student demonstrating bullying behaviour may try to:

- Hurt the student(s) physically and/or mentally
- Socially isolate or exclude the student(s) from activities
- Make the student(s) feel uncomfortable or hostile
- Say hurtful or humiliating things to or about the student(s)

Bullying can come in written, verbal, and physical forms and can include behaviours such as:

- name calling
- offensive jokes
- exclusion
- physical harm
- inappropriate use of technology (including social media and texting)
- humiliation

Behaviours that do not constitute bullying include:

- Mutual arguments and disagreements
- A single act of social rejection or dislike of a student
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence.

Cyber Bullying

Cyber bullying can involve social, psychological and even physical harm. It can affect the students physical and mental wellbeing in numerous ways including (but not limited to); shame, guilt, fear, withdrawal, loneliness and depression.

Cyberbullying is a term used to describe bullying that is carried out through internet or mobile phone technologies. The term is often combined with off-line bullying. It may include a combination of behaviours such as:

- Sending insulting text or online messages
- Publishing someone's private information
- Creating hate sites
- Implementing social exclusion campaigns in social networking sites
- Publishing or sharing sexually explicit content (images, language, etc.)
- Nasty online gossip and rumours

Because young people are often online it can be hard for them to escape cyberbullying. Nasty messages, videos and gossip can spread fast online and are hard to delete. Sometimes the attackers can be anonymous and difficult to stop.

Harassment

Harassment is behaviour that targets an individual or group and that offends, humiliates, intimidates or creates a hostile environment. Harassment is unacceptable and needs to be addressed as part of creating a safe school.

Harassment could be directed at a person's:

- Identity
- Race, culture or ethnic origin
- Religion
- Physical characteristics
- Gender
- Sexual orientation
- Marital, parenting or economic status
- Age
- Ability or disability

But does not always have a specific intention. Words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless but that doesn't mean it is any less serious.

Harassment may be:

- An ongoing pattern of behaviour or a single act
- Directed randomly or towards the same person(s)
- Intentional or unintentional.

Bystander Effect

A passive bystander is someone who sees or knows about antisocial behaviour such as harassment, aggression, violence or bullying that is happening to someone else but chooses not to take action.

Supportive bystander behaviours are actions and/or words that are intended to support someone who is being attacked, abused or bullied. The actions of a supportive bystander can stop or lessen a specific bullying incident or help another student to recover from it eg informing a staff member that you have witnessed the event.

Reporting and Responsibilities

Glenunga International Staff:

- Provide a safe, secure environment for teachers, students, staff and visitors
- Provide a supportive environment, which encourages positive relationships between students, their parents/guardians and teachers
- Educate students about bullying, tolerance and pro-social behaviours through curriculum, student life and wellbeing programs
- Respond to all reports of bullying within the school community with efficiency, care and due process
- Provide ongoing support for all parties involved in and affected by bullying and harassing behaviour

Students are encouraged to:

- Do not accept any form of bullying or harassing behaviour
- Not tolerate or support bullying behaviours within their friendship groups
- Do not involve themselves in bullying behaviours
- Tell a trusted teacher if they see bullying taking place
- Take a stand against and discourage bullying behaviour

Families are encouraged to:

- Talk to their Son/Daughter regularly about their use of the internet and any problems that have occurred
- Listen to the story, discuss any incident with their Son/Daughter, listen to their feelings and opinions
- Support their child, talk through the situation and agree upon what action will be taken
- Assure them that they have done the right thing in reporting the bullying incident
- Not attempt to sort out the bullies themselves as this may worsen the situation
- Make an appointment with the Sub School Leader as without an appointment the school may not be able to investigate the situation
- At the meeting calmly present the concern and explain that you are hoping to work out a solution with the school's help.

If you are in need of support you are encouraged to inform a trusted advisor such as a teacher, parent/caregiver, counsellor, peer support leader or peer.