



St Clair High School

Anti-Bullying Policy

St Clair High School strives to create a stimulating, disciplined and purposeful learning environment that encourages all students to achieve their personal best in all areas of school life so as to become successful and responsible citizens.

Student Welfare underpins everything that the school does to meet the personal and social needs of students and enhance their wellbeing. Student welfare involves:

- Recognising
- Valuing and
- Developing each student as a total and unique person in the context of the broader society.

Harassment and/or Bullying will not be tolerated at St Clair High School. Appropriate behaviour by the whole school community is expected. Everyone at our school, staff, students and visitors, has the right to be treated with respect.

Defining Bullying Behaviour

Bullying, harassment, violence and discrimination are harmful behaviours that deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of our school community and our society.

Bullying and harassment is behaviour that continues **over time** and includes:

- be physical (hitting, kicking, pinching),
- verbal (name-calling, teasing),
- psychological (standover tactics, gestures),
- social (social exclusion, rumours, putdowns)
- sexual (physical, verbal or non-verbal sexual conduct)
- cyber-bullying – using technology eg. Computers, mobile phones

It can be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge. It can make people feel threatened and can often be hidden from adults. It will continue if adults and peers take no action.

Harassment is any form of behaviour that is not welcome, not asked for/and not returned, and that offends, intimidates or humiliates someone on the grounds of sex, race, gender, age or disability.

A Statement of Purpose

St Clair High School is proactive in fostering a climate and culture which promotes personal safety, respect in all relationships and the valuing of diversity. Any inappropriate behaviour that interferes with the way of teaching and learning at the school and interferes with the well being of students cannot be accepted. Managing bullying behaviour is a shared responsibility between all school community members.

Responsibilities of staff:

- promote and maintain respectful relationships
- identify and appropriately name bullying behaviour
- know and support the school's anti-bullying policies, procedures and practices
- identify and address bullying attitudes, behaviours and practices through training, curriculum and staff or student welfare initiatives
- ensure that curriculum materials and educational resources are non discriminatory
- be aware of and apply complaints procedures appropriately

Responsibilities of students:

- promote and maintain respectful relationships
- identify and appropriately name bullying behaviour
- know and support the school's anti-bullying policies, procedures and practices
- be aware of and use complaints procedures appropriately

Responsibilities of parents/caregivers:

- promote and maintain respectful relationships
- identify and appropriately name bullying behaviour
- know and support school anti-bullying policies, procedures and practices
- be aware of and use complaints procedures appropriately

Managing Bullying and Harassment

In order for the anti-bullying message to permeate St Clair High School's culture information is provided for students, parents, caregivers and teachers to identify bullying behaviour. The anti-bullying message is incorporated into the PD/H/PE curriculum, year assemblies and whole school assemblies, Student Representative Council meetings and staff meetings. It is further reinforced by teachers, year advisers, executive, counsellors, students in the playground and classroom, newsletters and in the school's Welfare and Discipline Handbook.

Staff, students and parents are able to access information on dealing with bullying in a number of ways:

Information for staff:

- procedures for dealing with bullying and harassment outlined in Welfare and Discipline Handbook
- training and development
- curriculum materials incorporated into PD/H/PE lessons.

Actions for students:

- read the student brochure on dealing with bullying and harassment
- report bullying behaviour
- make assertive statements
- leave a bullying situation and walk towards a trusted person
- remain calm
- boost your own self esteem
- refuse to become a bully
- help others overcome bullying
- support others who are bullied.

Information for parents:

- updates on strategies for dealing with bullying included in the school newsletter
- school's Anti-Bullying Policy
- the strategies utilised at St Clair High School to effectively deal with bullying and harassment, and the procedures for reporting and responding to bullying and harassment are outlined below:

Strategies

- Training for Welfare Team
- Counselling interventions
- Setting consequences for bullying behaviour
- Student surveys
- Student brochure
- Anti-bullying workshops in Year 7
- Anti-bullying performances for Years 7 and 9

- Peer support
- Peer mediation
- Students involved in anti-bullying lessons
- Referral for disciplinary action in extreme cases

The flow chart on the following page indicates how these strategies are incorporated into the St Clair High School Anti-Bullying Plan.

Monitoring and Evaluating

In order to deal effectively with bullying it is necessary to collect and analyse appropriate data on the nature and extent of bullying in St Clair High School. This enables us to identify indicators to assess the effectiveness of the strategies, programs, and procedures in place to address bullying. Data collected and analysed includes:

- Mission Australia and Tell Them From Me surveys
- Year Adviser referrals
- Bullying reports
- Peer Mediation
- Suspension Data
- Sentral Welfare entries.

The collection and analysis of data for monitoring the extent of bullying, and the school's effectiveness in dealing with it, is the ongoing responsibility of the Welfare Team.

STAFF ACTION PLAN TO COUNTER BULLYING

Bullying incident witnessed by **teacher**
or
report of bullying is made by **student**



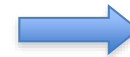
Teacher takes appropriate action and may involve their faculty or playground duty Head Teacher



Referral/Notification is recorded and monitored in the school Sentral notification system by the **teacher**.



Head Teacher
Takes appropriate course of action and monitors closely.



Year Adviser
Addresses Issue -
Monitors



Head Teacher refers notification to **Year Adviser**



Year Adviser Liaises with HT Welfare and peer mediation coordinator – records in Sentral and monitors.

For Parents and Caregivers:

1. Listen to your child. Remain open-minded. Ask questions gently. Reflect on what has been done so far. Help your child understand what will be done according to the school's anti-bullying policy. Discuss bullying with your child(ren) and establish that it is not an acceptable practice regardless of how trivial they think the problem may seem.
2. As a parent, never try to sort out the bullies yourself. This rarely works and often makes matters worse. Working with and through the school is best.
3. Once you have a clear picture of the situation and some idea about how you and the child would prefer to handle the situation, contact the school (through your son/ daughter's Year Adviser).
4. If attempts to deal with the problem are not resolved, then your assistance will be sought. In serious situations such as physical assault, you will automatically become involved.
5. It should be noted that instances of bullying are unfortunately becoming increasingly common through technology – outside of regular school hours. These include bullying others through personal internet sites, internet chat rooms and social networking sites, SMS text messages, mobile phone calls, mobile phone photographs, home phone calls and the like. Screen shots of inappropriate material can be useful and should be submitted to Deputies if available.

We encourage you as parents to supervise this interaction as best as you can and involve the relevant telecommunication agencies, Think U Know or police if this need arises.

The absolute proof of the person responsible for 'e-bullying' is problematic granted the numerous variables possible (eg. not seeing who types what, deliberate sabotage of others' e-mail accounts, sharing of e-mail account passwords, etc) but the instant removal of your child's interaction and 'visiting' of these known 'e-bullying' avenues is recommended. Appropriate school action will be taken in accordance with relevant policies and procedures. Any documentation that can be used as evidence will be useful in determining the action that can be taken by the school when incidents of this nature are reported.