

Anti Bullying and Harassment Policy



Rationale

The Adelaide Botanic High School community is committed to working together to create a learning community which is safe, inclusive, conducive to learning and free from harassment, bullying, racism, discrimination and violence.

Our aim is:

- To understand what bullying is and to reinforce that it will not be tolerated
- To ensure that everyone within our school community is able to recognise the signs of bullying and harassment and is able to, and will, use language to describe 'what it is' beyond the word 'bullying'
- To develop a culture of keeping people safe, where everyone is confident of their responsibility to report any incidents to the appropriate person
- To reassure members of our school community that all reported incidents will be followed up.

Definition of Bullying

- Bullying is **repeated** verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons
- Cyber-bullying refers to bullying through information and communication technologies (see Cyber-bullying Policy)
- Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Definition of Harassment

- Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment
- Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Definition of Discrimination

- Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability
- Discrimination is often ongoing and commonly involves exclusion or rejection.



Definition of Violence

- Violence is the intentional use of physical force or power, threatened or actual, against another person (s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Definition of Racism

- In general, racism is a belief that a particular race or ethnicity is inferior or superior to others. Racial discrimination involves any act where a person is treated unfavourably because of their race, nationality, colour, descent or ethnic origin.

Examples of Bullying and Harassment**Bullying and harassment may involve:**

- hitting, kicking, pinching (physical)
- name-calling, teasing, threats (verbal)
- notes, graffiti, text messages
- sending filmed or photographed images, comments on social networking sites (visual/written)
- stand-over tactics, gestures (psychological)
- rumours, putdowns (social exclusion)
- physical, verbal or nonverbal sexual conduct (sexual).

Bullying and harassment:

- may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones)
- involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- has an element of threat
- can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not take action.



Responding to Bullying and Harassment

Responsibilities

School Leaders	Teachers	Students	Parents/caregivers
<p>Develop, implement and regularly review the school’s anti-bullying policy (including surveying students, parents and teachers)</p> <ul style="list-style-type: none"> • Ensure that all new students to the school, and their families, are aware of the anti-bullying policy. • Provide access to relevant Professional Development to all staff to effectively manage bullying and implement intervention strategies • Manage incidents of bullying in a way that is consistent with The Department’s School Discipline Policy . 	<ul style="list-style-type: none"> • Foster positive relationships with students • Establish, maintain, make explicit and model the school’s expectations related to bullying. • Support students to be effective bystanders. • Respond to reported incidents as soon as possible • Keep open communication between student, parent and the school regarding the progress of the report. • Keep the appropriate documentation of the report. • Ensure that follow up of students occurs after the incident has been resolved. 	<p>Be respectful towards other students, staff and members of the school community.</p> <ul style="list-style-type: none"> • Participate in sessions regarding the school’s Anti Bullying policy and other sessions regarding behaviour expectations. • Report any incidents immediately • Support peers to report incidents • Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence. 	<ul style="list-style-type: none"> • Provide support for their child to report incidents as soon as possible. • Communicate in a respectful manner with school staff regarding their concerns. • Contact the Regional Office if their concerns are not resolved following intervention by the Principal

Consequences

Refer to the Responsible Behaviour Policy.

Bullying and harassment that includes activities against the law will be reported to the police. These include: producing or broadcasting child pornography, suicide materials, blackmail, racial vilification and unlawful operations of a computer, including e-crimes.

Police officers have the power to confiscate a mobile phone or computer if an image held on the device may be used as evidence of a crime.

