



1. POLICY STATEMENT

At Wongan Hills District High School (WHDHS) we value respect and show tolerance of others in a safe and supportive environment. We foster positive relationships through our Social and Emotional Learning programs and Positive Behaviour Support Plan. Our Anti-Bullying Policy aims to deal effectively with, and prevent incidences of, bullying.

Bullying is not acceptable in any form. As per the Rights and Responsibilities document, students and staff have the right to expect that they will be safe at school and spend each day free from the fear of bullying, harassment and intimidation. Teachers, staff, students, parents, carers and members of the wider community have a responsibility to work together to address bullying.

2. DEFINITION

Bullying is a serious matter. It is a complex issue **involving repeated incidents** where a person is hurt physically or emotionally by another person or by a group of people. Bullying involves the abuse of power in relationships. The assaults may be verbal, physical, social or psychological and may have long term effects. Bullying is difficult to detect as it usually happens out of sight and away from adults. Technology, including the internet and mobile phones, can also be used as instruments for bullying. This is known as Cyberbullying. Cyberbullying involves being cruel to others by sending or posting harmful material or engaging in other forms of social aggression using the internet or other digital technologies.

Forms of Cyberbullying include:

Flaming: Online fights using electronic messages with angry or vulgar messages

Harassment: Repeatedly sending nasty, mean and insulting messages

Denigration: Posting or sending gossip or rumours about a person to damage his/her reputation or friendships

Outing: Sharing someone's secrets or embarrassing information or images online

Exclusion: Intentionally and cruelly excluding someone from an online group

Cyberstalking: Repeated, intense harassment and denigration that includes threats or creates significant fear.

Parents are usually the first to identify that a problem exists.

3. STATEMENT OF PURPOSE

Students, staff, parents, caregivers and members of the wider Wongan Hills District High School community have a shared responsibility to:

Promote positive relationships that respect and accept individual differences and diversity within the whole school community

Actively work together to resolve incidents of bullying behaviours when they occur.

Each group within the school community has a specific role in preventing and dealing with bullying.

Students have a responsibility to:

- o Behave appropriately, respecting individual differences and diversity
- o Follow the school rules
- o Respond to incidents of bullying according to the school anti-bullying policy
- o Understand how bystanders can positively impact on incidents of bullying and respond accordingly

Parents and carers have a responsibility to:

- o Support their children in all aspects of their learning
- o Be aware of the school anti-bullying policy and assist their children in understanding bullying behaviour
- o Assist their children in developing effective responses to incidents of bullying consistent with the school Anti-Bullying Policy and Positive Behaviour Support Plan
- o Support their children to deal effectively with bullying through the strategies of the Anti-Bullying Policy and Positive Behaviour Support Plan
- o Notify the school when incidents of bullying are suspected

The school has a responsibility to:

- o Create an atmosphere where students care for, and are interested in, each other and emphasise that bullying and/or harassment will not be tolerated
- o Develop an anti-bullying policy that clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- o Inform students, parents, carers and the community about the school discipline policy and the anti-bullying policy
- o Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- o Provide parents, carers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- o Follow up complaints of bullying, harassment and intimidation

Staff have a responsibility to:

- o Respect and support students in all aspects of their learning
- o Model appropriate behaviour
- o Respond in an appropriate and timely manner to incidents of bullying according to the school Anti-Bullying Policy and Positive Behaviour Support Plan

4. MANAGING BULLYING

Identifying bullying behaviours

- o Staff attend professional learning sessions to understand the behaviours that are unacceptable and how to deal with bullying
- o Staff, students and parents are informed of the definition of bullying and how to identify unacceptable, bullying behaviour
- o Executives regularly monitor playground and classroom behaviour records to identify possible bullying incidents and patterns of offence

Strategies to deal with bullying behaviours

- o Address incidents of bullying quickly and effectively, on notification
- o Report incidents to a teacher as soon as possible
- o Teach social skills program/lessons K-10, emphasising that bullying is not acceptable
- o Involve school chaplain where appropriate
- o Review and improve use of playground and activities regularly

- o Encourage Student Council input on bullying issues
- o The school to provide information sessions for parents
- o Do not respond to bullying by reciprocating/mimicking bullying behaviours

Procedures to report bullying

- o Students and parents are encouraged to report incidents of bullying to a teacher or assistant principal immediately
- o Staff, parents and carers work together on reported incidents.

5. MONITORING AND EVALUATING

Review the policy regularly to ensure everyone is aware of and committed to the policy and that it reflects the current needs and practices of the school.

Collect and analyse data on the nature and extent of bullying and harassment in the school, eg surveys, classroom and playground records, suspension data, etc.

Analysis by PBS Committee term by term. This will assist in the assessment of the effectiveness of the policy to address issues of bullying and harassment and in the promotion of a safe and secure environment.

Revise the policy, if necessary, after a review.

Strategies for students on how to deal with bullying behaviours:

- o Report the incident to an adult immediately
- o Stay in sight of peers and adults
- o Try to stay calm. Practise keeping calm and walking away.
- o Try to show you are not upset. Practise this.
- o Look at the person. Try to speak in a strong voice. Say something like “You might think that but I don’t” or “Why are you doing this?”
- o Use an “I” message. Express your feelings in an assertive way, eg “I want you to stop” or “Please don’t do that, I don’t like it” or “I don’t like what you say/do. Please stop.”
- o Walk away quietly without looking back.
- o Go to a safe place, eg with other children; near a teacher
- o Talk to someone who can help you. Tell them what has happened, how you feel and what they can do to help. This is not “dobbing”!
- o Use humour if appropriate

Strategies for students on how to deal with Cyberbullying behaviours:

- o Report all forms of Cyberbullying to parents or adults.
- o Click out of program. Don’t reply to it.
- o Don’t delete the email, text message or posts.
- o Most people have experienced some kind of bullying at some time, so do not be ashamed to speak up. It is ok to tell.

Signs that your child may be being bullied:

Dislikes school

Lowered school performance

Gets into trouble more often at school

Wants to be taken to school even though it is close

Takes the long way home or walking instead of catching the bus Possessions are damaged or missing

Seems unhappy or depressed – cries easily and for no apparent reason

Unable to explain bruises and scratches

Complains of stomach ache to avoid school

Asks for, or steals extra money

Doesn’t seem to have any friends

Has bad dreams

Sleeps badly

Wets the bed

Gets angry with brothers and sisters
Sudden mood swings and outbursts of temper
Uses put-down language when speaking about others

Signs that your child may be bullying others:

Aggressive behaviour – both inside and outside the home (teasing, threatening, hurting others)
Difficult to manage
Oversensitive – feels everyone is out to get him/her
Unhappiness
Loses temper frequently
Quietness or depression
School work is suffering
Disturbing stories about the child – from other students, their friends or other adults
Sensing that other parents (whose children have contact with your child) are avoiding you, or hinting at things you don't know.

Bullying takes many forms. The following behaviours are examples of bullying:

Physical:

Pushing/ shoving/hitting/ punching/kicking/spitting Throwing objects
Taking others belongings/ stealing from others
Damaging others belongings
Intimidation – making someone do something against their will
Group manipulation (Yes, you are in the group - no, you're not).

Verbal:

Threatening
Name calling/ teasing
Swearing at others
Ridicule (making fun) of another person because of their actions, appearance, physical characteristics or cultural background.

Indirect:

Spreading rumours
Excluding others
Writing notes
SMS messages/ email (Cyberbullying)

PSBP Appendix viii