



## **BULLYING AND HARRASSMENT POLICY**

### **BACKGROUND**

Definition of bullying at CRPS – developed as a whole school community. A person is bullied when one or more other people expose them regularly and in an ongoing manner to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment and it includes verbal, non-verbal, cyber, physical and emotional bullying.

### **GUIDELINES**

- Our school will develop a consistent, whole school restorative approach to behaviour management, whereby students are more confident and able to self-manage their own reactions and responses to situations
- All staff at CRPS work to have a clear understanding of what bullying/harassment is, and reinforce with the wider school community that bullying/harassment is not tolerated
- Everyone within the school community will be alert to signs and evidence of bullying/harassment, and to acknowledge everyone's responsibility to report it to staff whether as an observer or victim
- CRPS staff will ensure that all reported incidents of bullying are followed up appropriately and that support is provided to all involved
- CRPS staff will communicate with parents when any form of bullying/harassment is apparent

### **PURPOSE**

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

### **IMPLEMENTATION**

- A school-wide approach will be taken to deal with bullying (all forms) and harassment in a consistent and systematic way, (tracking via a whole school portal/database/communication with families)
- Our school will implement curriculum programs that promote our values (resilience, respect, optimism, responsibility) and develop life and social skills, assertiveness, conflict resolution, communication and problem solving (21st century skills)
- All new students and staff will be informed of the bullying and harassment policy and procedures at the commencement of their time at the school, in an enrolment pack (which will be readily available)
- All complaints in regards to bullying/harassment will be heard in confidence and taken seriously
- Staff professional learning will occur in an ongoing and timely basis to keep staff informed of current issues/strategies underpinning our wellbeing program
- Restorative conferences, strategies and consequences will be administered dependent upon the issue/need/severity of situation

Clarity of terms-

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Bullying is repeated oppression, physical or psychological, towards an individual by a person or group.

Cyberbullying is a form of bullying which is carried out through electronic media such as email, chat room, discussion group, online social networking, instant messaging or web pages. It can also include bullying through mobile phone technologies such as SMS. It may involve text or images (photos, drawings)

Examples of cyberbullying behaviour are:

- teasing and being made fun of
- spreading of rumours online
- sending unwanted messages
- defamation.

Cyberbullying can happen to anyone and the bully can act anonymously if they want. People can also be bullied online by groups of people such as class groups or collective members of an online community.

Camelot Rise Primary School will provide a safe and friendly environment for students and staff to encourage care, courtesy and respect for others. All persons have a legal right to protection from harassment under the Commonwealth Sex Discrimination Act and the Victorian Equal Opportunity Act (2010).

The effects of harassment or bullying include

- poor health – anxiety, depression, suicide
- lower self esteem
- reduced study performance
- missed classes, social withdrawal
- reduced career prospects in the longer term

If a student sees another person being harassed or bullied they should tell the person that they witnessed the incident and advise them to report it to an appropriate person. Bystanders who do nothing to stop bullying may be contributing to the problem by providing an audience for the bully

Harassment can include but is not limited to comments directed to a person because of their appearance, gender, race, creed or abilities. It can be subtle or explicit.

Subtle: (The most common)

They include:

- Offensive staring and leering.
- Unwanted comments about physical appearance and sexual preference.
- Racist or smutty comments or jokes.
- Questions about another's sexual activity.
- Persistent comments about a person's private life or family.
- Physical contact e.g. purposely brushing up against another's body.
- Offensive name calling.

Explicit: (obvious)

They include:

- Grabbing, aggressive hitting, pinching and shoving etc.
- Unwelcome patting, touching, embracing.
- Repeated requests for dates, especially after refusal.
- Offensive gestures, jokes, comments, letters, phone calls or e-mail.
- Sexually and/or racially provocative remarks.
- Displays of sexually graphic material– pornography.
- Requests for sexual favours.

Extreme forms of sexual harassment will lead to criminal prosecution.

Bullying can involve such things as

- grabbing, aggressive staring, hitting, pinching kicking, pushing and shoving.

- 'excluding a person from your group
- taking or breaking a person's property
- knocking a person's books or belongings out of their hands or off their desk
- teasing a person because of their looks, race, abilities or disabilities, medical conditions, gender identity or sexual orientation.

#### Cyberbullying

Being involved in online spaces – either at home or at school - requires students to behave responsibly. This includes:

- the language used and the things said
- how students treat others
- respecting people's property (eg copyright)
- visit age appropriate websites

Behaving safely online means:

- protecting privacy and personal information (we used to call it 'stranger danger')
- selecting appropriate spaces to work and contribute
- protecting the privacy of others (this can be sharing personal information or images)
- being proactive in letting someone know if there is something is 'not quite right'. At home this would be a parent or carer, at school a teacher.

If someone is being harassed or bullied they should:

- Tell the person what they are doing and that they should stop.
- Discuss the matter with a suitable student leader or a teacher/coordinator.

All concerns will be taken seriously.

#### **EVALUATION**

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

#### **RELEVANT DOCUMENTS AND LINKS**

Department of Education (DET) Guidelines-

<http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/advicebullying.aspx>

To be read in conjunction with relevant policies below;

CRPS Junior and Senior ICT User Agreement

CRPS Social Media Policy

CRPS Student Engagement Policy

Other useful links;

<https://bullyingnoway.gov.au/>

#### **CERTIFICATION**

This policy was endorsed by School Council at the meeting held on ... September 2018.

Signed.....

Principal

Signed.....

School Council President