

At Blackwood High School we believe everyone has the right to attend school feeling safe and comfortable at all times. Bullying and harassment can take a number of direct and indirect forms. People sometimes are unaware that their behaviour is inappropriate and hurtful towards others and therefore requires adjusting. This can include the use of social media and mobile communication technologies.

Purpose

The Bullying and Harassment Policy underlines our expectations and the responsibility of individuals for their own actions and reinforces the rights of all members of the school community. It is vital that all individuals, whether staff or students, be treated fairly and with respect. This policy highlights our responsibility for all school community members to be able to interact with others in an environment free from all forms of Harassment and Bullying.

The Blackwood High School Pastoral Care Program discusses forms of Harassment and Bullying, its impact on others, appropriate ways of interacting, building positive relationships and behaviour expectations explicit in the school's Culture of Respect. Supporting information about the Blackwood High School Harassment and Bullying Policy in the Culture of Respect can be found in the student diary and the Blackwood High School Harassment and Bullying information brochure for Families.

Definitions

- Harassment – the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.
- Bullying - Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Types of Bullying and Harassment:

- Covert bullying (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying which isn't easily seen by others and is conducted out of sight, and often unacknowledged by adults.
- Cyber bullying occurs through the use of information or communication technologies such as instant messaging, text messages, email and social media sites. It has many similarities with offline bullying but it differs in that the student(s) who is/are bullying can be anonymous, it can reach a wide audience and the sent or uploaded material can be difficult to remove.
 - It is now recognised that many forms of covert bullying appear to have significant potential for serious harm.
- may involve hitting, kicking, pinching (physical); name-calling, teasing, threats (verbal); notes, graffiti, text messages, sending filmed or photographed images, comments on social media sites (visual/written); stand-over tactics, gestures (psychological); rumours, putdowns (social exclusion); physical, verbal or nonverbal sexual conduct (sexual).
- may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile technologies)
- 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
- behaviour that targets an individual/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.

Roles and Responsibilities

Blackwood High School has a commitment to ensuring the safety and welfare of all students and teachers and does not tolerate any form of harassment or bullying. We promote self-esteem and self-respect within our students cultivating a nurtured individual that is aware of their own responsibilities regarding their behaviour and how it is perceived both inside and outside of the school community. This commitment and responsibility permeates all policies, principles and practices at Blackwood High School.

Every member of staff is required to:

- Uphold the principles of the Blackwood High School Harassment and Bullying Policy
- Understand the legislative framework
- Provide a safe, non-discriminatory teaching and learning environment, development, safety, welfare and care for all students and staff
- Supports equity and inclusivity for all students and staff
- Create and maintain an educational environment that is favourable to:
 - Learning and student achievement
 - Acceptable forms of behaviour, and
 - The development within the students of self-control, self-discipline and a respect for other persons and their property
- Recognise that they have an obligation to fellow staff and students to present as a positive role model in regards to appropriate behaviour.
- Seek assistance from other staff when appropriate

Intervention

Blackwood High School is committed to providing an educational setting that is free from Bullying and Harassment. As such, it is dealt with quickly and consistently while working with the victim and perpetrator. Wherever possible intervention will focus on being educational rather than punitive, any action to be taken should be discussed with the appropriate person; being the Assistant Principal/ Deputy Principal or Student Wellbeing Leader.

Any and all action taken in Harassment and Bullying situations will be documented as appropriate. This includes detailed comments in the Harassment and Bullying Database and EDSAS, where the code HI – Harassment Intervention will be used. Notification to all students' parents/caregivers regarding the incident and any action to be taken. Staff will also offer and conduct a Restorative Agreement with all parties if agreed to and check on the effectiveness of any action taken within the following 2 weeks.

Any action taken for a Bullying and/or Harassment situation must have copies of all documentation of the incident sent to the relevant Year Level Leader, appropriate Assistant Principal/ Deputy Principal and placed in the students' file. Where the incident is the first formal notification, there must be an explanation of the harassment and bullying including its effects. Other actions can include one or a combination of the following:

- Separate meetings with the persons involved to confirm the details and resolve the situation
- Counselling of the perpetrator and appropriate consequences applied for the behaviour
- Contact/meeting with the parents/caregivers of the students involved

Information about harassment and bullying is available in the Student Diary and all students are expected to read and sign all relevant sections from Blackwood High School's 'Culture of Respect' and 'Harassment and Bullying' during the first week of the school year.

Data Collection as required by the Cossi review

Data will be extracted from EDSAS anecdotal comments by running the following report:

Reports: Students reports: Personal reports: General: Student Anecdotal comments – Count of occurrence by Year Level