

HARASSMENT & BULLYING POLICY

At Blackwood High School, everyone has the right to attend school feeling safe and comfortable in a learning environment free from harassment and bullying. Bullying, including cyber bullying, harassment and violence can take a number of direct and indirect forms and is not acceptable at Blackwood High School. It will be dealt with seriously and expediently. People sometimes are unaware that their behaviour is inappropriate and hurtful towards others and therefore requires adjusting.

Purpose

The Harassment and Bullying 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 all individuals, whether students or staff, 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).

Examples of Harassment and Bullying:

- **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** - use of information or communication technologies to engage maliciously with others. 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.
- **Physical** - hitting, kicking, pinching;
- **Psychological** - stand-over tactics, gestures;
- **Racial** – offensive or abusive based on a person's race, religion, colour, nationality or ethnic origin.
- **Sexual** - physical, verbal or nonverbal sexual conduct;
- **Social exclusion** - rumours, putdowns;
- **Verbal** - name-calling, teasing, threats;
- **Visual/ written** - notes, graffiti, text messages, sending filmed or photographed images, comments on social media sites;

Harassment and Bullying may:

- be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile technologies)
- involve the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- have an element of threat
- continue over time
- be hidden from adults
- continue if adults or peers do not take action
- include 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
- Support 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.

Parent/ Caregiver Responsibilities:

- Keep the school informed of concerns about behaviour, their children's health issues or other matters of relevance
- Communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise
- Follow up on these concerns and, if necessary, contact the Regional Office if the concerns are not resolved following intervention by the principal

Student Responsibilities:

- Respectful towards other students, staff and members of the school community
- Participate in sessions regarding the school's Anti-bullying policy, the Keeping Safe Child Protection Curriculum, being an effective bystander, and other sessions regarding behavioural expectations
- Communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
- Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence

International Students:

- Must follow the same procedure as all other students
- Can speak with the International Student Programs Leader, their EALD or Support teacher
- Can contact International Education Services (phone 8226 3402) and make an appointment to speak with the Executive Manager, International Education Services, for advice and referral

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 and 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 Harassment and/or Bullying situation must have copies of all documentation of the incident sent to the relevant Learning Community Leaders or Senior School Team, 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
- Support and/ or Counselling of the victim and the perpetrator and appropriate consequences applied for the behaviour
- Contact/meeting with the parents/caregivers of the students involved
- Under the Regulations pursuant to the Education Act, Principal/Deputy Principal/Assistant Principals can suspend or exclude students from attending at school if they:

...act in a manner that threatens the safety or wellbeing of a student or member of staff of, or other person associated with the school (including by sexually harassing, racially vilifying, verbally abusing or bullying that person).

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.

**Principal, Deputy Principal or Assistant Principal to inform parents about their rights to report to the South Australian Police.*

**If Principal, Deputy Principal or Assistant Principal have reasonable grounds to suspect an action is illegal the matter will be reported to the South Australian Police.*

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