

Anti-Bullying and Anti-Harassment Policy



Policy Statement

Upwey High School is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear policy on Bullying and Harassment will inform the community that **bullying and harassment in any of its forms, will not be tolerated.**

What are Bullying, Cyber Bullying and Harassment?

Bullying is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

Cyber-bullying consists of covert, psychological bullying, conveyed through any form of social media. It is verbal (over the phone), written/visual (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

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

Upwey High School will actively promote a positive and welcoming personal environment for all members of the school community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected, and students and staff will be enabled and supported in their pursuit of learning and teaching.

Guidelines

- 1.1 A school-wide approach will be taken to deal with bullying and harassment in a consistent and systematic way.
- 1.2 All new students and staff will be informed of the Anti-Bullying and Anti-Harassment Policy and practices at the commencement of their time at the school.
- 1.3 All complaints of harassment will be heard in confidence and taken seriously

Program

- 2.1 Constructive strategies to deal with harassment will include education in coping strategies, assertiveness training, problem solving and social skills, counselling and behaviour modification. These strategies will be employed in preference to punitive sanctions and negative consequences.
- 2.2.1 The Anti-Bullying and Anti-Harassment Policy of the school will be available on the school website.
- 2.2.2 New staff will receive extensive documentation as part of the school's induction process.
- 2.3.1 The school leadership team and the teachers will work together to ensure the safety of all school members in situations of bullying and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.

If a teacher feels that a student is at serious and imminent risk from bullying and harassment then it is their professional duty to pass on the information to an appropriate person in order to ensure appropriate support for the student. It is important that teachers document fully their interaction with the student and to verify the actions taken.
- 2.3.2 There will be consequences, incorporating a range of strategies, for those in breach of the Anti-Bullying and Anti-Harassment Policy guidelines. These can be found in the Behaviour Management Policy

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Guidelines

- 1.4 Upwey High School will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- 1.5 Upwey High School will provide appropriate professional development activities and resources.

Program

- 2.4 Student programs will be organized to raise student awareness about bullying and harassment, to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and workers. The curriculum will include anti-bullying messages and strategies in line with current Department of Education and Training (DET) materials
- 2.5.1 Professional development will be provided for staff relating to bullying and harassment and proven strategies to address these issues in classrooms will be shared with all staff.
- 2.5.2 The school will provide specialist resources to assist staff in dealing with bullying and harassment issues.

Links

- <http://www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx>
- <http://www.education.vic.gov.au/school/principals/spag/governance/pages/socialmedia.aspx>
- <http://www.education.vic.gov.au/about/programs/health/Pages/safe-schools-coalition.aspx>
- <http://www.upweyhs.vic.edu.au/ourschool.php?id=16>

Evaluation

This policy will be reviewed as part of the school's 3 year cycle or as required by developments in relevant legislation.

Policy drafted by:	Education Committee
Date ratified by School Council:	25 Nov 2009
Policy reviewed by:	Education Committee 8 May 2013
Date ratified by School Council:	May 2013
Policy reviewed by:	Education Committee Oct 2016
Date ratified by School Council:	Oct 2016