

 <p>Belmont High School 'Strive for the Highest' www.bhs.vic.edu.au</p>	<h1>Anti-Bullying Policy</h1>	
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## BELMONT HIGH SCHOOL ANTI-BULLYING POLICY

*Accepted & ratified at school council 8.3.16*

### **Belmont High School Purpose and Values**

Belmont High School is a learning community for both students and adults. Our mission is to ensure a dynamic, personalised and positive learning community with its foundation in research and best educational practices, allowing our learners to thrive as both active citizens and members of our proud community.

We organise learning according to developmental needs, and provide learning experiences, wellbeing, a positive set of values and attitudes, and outstanding opportunities and experiences. On leaving school, our young people are equipped for the challenges of the 21st century, and have enjoyed their time with us.

The following values inform our actions and behaviours, and promote effective learning:



### **Belmont High School - Bullying, No Way**

At Belmont High School every member of the school community has the right to enjoy our school equally and feel safe, secure and accepted. The whole school community will work together to ensure that our school environment, both in and out of the classroom, is free from bullying.

Students can expect that their concerns will be responded to by school staff, with appropriate support.

When implementing this policy, the school will apply a 'restorative approach' to student wellbeing. The focus of a restorative approach to intervention will be on:

- Addressing the underlying cause of the behaviour
- Acknowledging & accepting responsibility for the harm caused to the school community
- Using restorative practices to address the behaviour, repair the harm and reintegrate the student/s back into the school community
- Making the commitment of time & resources to repair relationships restoratively.

### ***What is Bullying?***

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

There are some specific types of bullying behaviour:

- **verbal or written abuse** - such as targeted name-calling or jokes, rumour spreading or displaying offensive posters
- **violence** - including threats of violence
- **relational** – forming coalitions against someone or unfair exclusion
- **sexual harassment** - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
- **homophobia** and other hostile behaviour towards students relating to gender and sexuality
- **discrimination including racial discrimination** - treating people differently because of their identity
- **cyberbullying** - either online or via mobile phone. It may involve text or images.

### ***What is not Bullying?***

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is considered bullying only when it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

***The effects of bullying may include:***

- Disconnection from school, lower attendance, lower academic outcomes
- Increased risk of poor health, anxiety, depression
- Feelings of loneliness & isolation, social withdrawal
- Lower self-esteem
- Reduced study performance
- Reduced career prospects

***Statement of the responsibilities of members of the school community***

All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

Schools have a responsibility to:

- Develop an anti-bullying policy through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are acceptable and the strategies for dealing with alleged bullying in the classroom and playground.
- Inform the school community about the wellbeing and anti-bullying policy on the school website and in the school newsletter.
- Provide students with strategies to respond positively to incidents of alleged bullying behaviour, including responsibilities as bystanders or observers.
- Provide students and parents with clear information on strategies that promote positive behaviour, and the consequences for inappropriate behaviour
- Communicate to parents that they have a role in resolving incidents involving their children.
- Follow up complaints of alleged bullying and harassment.
- Ensure all students sign and abide by an acceptable use agreement for computer use.
- Seek to identify patterns of bullying behaviour and respond effectively to these.
- Seek to identify 'hot spots' of bullying in the school environment and find ways to address these.

Teachers will:

- Act as role models of caring, respectful and tolerant behaviour.
- Monitor behaviour in classrooms and playgrounds.
- Listen to reports of alleged bullying.
- Refer reports to relevant staff members, including House Leaders and /or Assistant Principals.
- Protect the student from further harm.
- Endeavour to stop the hurtful behaviour from recurring.
- Praise bystanders for taking appropriate positive intervention.
- Respond in a timely and appropriate manner to incidents of bullying according to the school anti-bullying policy.
- Educate students on cyberbullying and prevention strategies.

Appropriate online behaviour includes:

- Protecting your own privacy & personal information
- Selecting appropriate spaces to work & contribute
- Protecting the privacy of others (including not sharing their information or images)
- Being pro-active in letting someone know if something is 'not quite right'.

Students will:

- Not engage in anti-social behaviour, including bullying.
- Speak with teachers and give them full details of any alleged bullying behaviour.
- Reflect on their own behaviours and seek assistance if necessary.
- Not engage in bullying behaviour online or via mobile phone. Sign and abide by the school's ICT Acceptable Use Agreement.

If students are being harassed or bullied on line they should:

- Tell the person you don't like what they are doing and you want them to stop
- Block them if possible or save & store the content
- Discuss the matter with an adult – parent , teachers, House Leader

Bystanders will:

- Intervene in bullying incidents positively, if they are able.
- Immediately seek teacher's assistance.
- Offer support to the victim.
- Not forward hurtful online content (moving from being a bystander to a bully)

Parents/guardians will:

- Listen sympathetically to their children's reports of bullying.
- Speak to the relevant school personnel – House Leaders and/or Assistant Principals.
- Work with the school in seeking a solution.
- Work to build the resilience of their children.
- Promote positive relationships that respect and accept individual differences and diversity within the school community.
- Help their children use digital technologies safely and responsibly.

### **Strategies**

1. Prevention through education of/programs for the school community may include:
  - Presentation of curriculum material Years 7 - 10
  - Year 8 Docs and Teens program
  - Brainstorm productions – Year 7 & 8 bullying and cyberbullying performances
  - Brett Lee cyberbullying presentations for parents and students
  - Robbie Noggler, Andrew King, Andy Brittain (Police education)
  - Wellbeing team visiting year 7s
  - Parent information (Headspace)
  - Targeted programs – BOK2ME, Year 9 Health Technology, Year 8 Flip,
  - Strive & REACH programs
  - Buddy program (year 10s for year 7s)
  - Assistant Principal bullying presentations (year 7 term 2) with a focus on mobilising bystanders
  - eSmart accreditation

## 2. School Structure/Processes

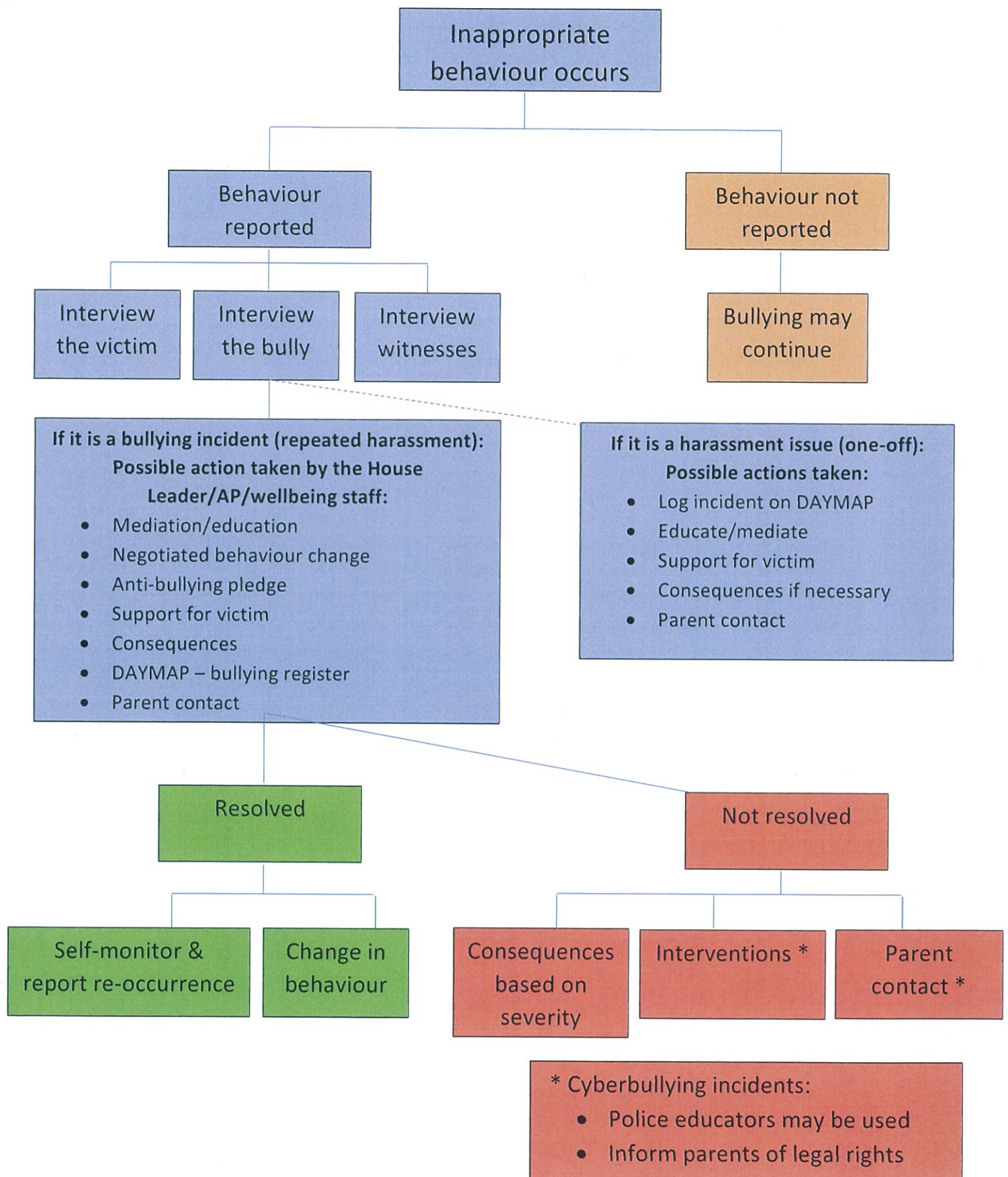
- House System/House Leaders/House Assembly
- Wellbeing team
  - mediation sessions
  - counselling etc
- Anti-bullying Policy
- Daymap (documentation)
- E-smart accreditation
- Year level competitions/House competitions
- Year 9 Survey
- Student Attitudes to School Survey
- Student Diary 2016 Acceptable Use Agreement – appropriate use of technology
- Reporting Bullying via school website
- Community Links
  - BATFORCE
  - Headspace
- Posters and TV screens around school
- Newsletters to parents
- Parent info nights
- Bullying & resilience specific areas of the School Strategic Plan

### ***What can students do if they are being bullied?***

- Report it to an adult – parent, teacher, House Leader, AP
- Keep a record of the bullying
- Don't try to get back at the person who bullies you.
- Hang around people who help you feel good about yourself.
- Know that it's ok to take a break from friends.
- Understand that it is a fact of life that not everyone will want to be friends.
- Stay positive.
- You can report the incident (anonymously if you want) on the BHS website – go to the COMMUNITY tab and the ESMART page.

### ***School responses to alleged bullying***

Bullying is a simple term for a collection of complex social dynamics. Different procedures, both formal and informal, can be used with students, according to the nature, severity and frequency of the bullying. There can be teacher support, counselling and/or consequences, depending on the severity.



Authorisation

This policy and procedure was ratified by School Council on:

\_\_\_\_\_ 8.3.16 \_\_\_\_\_

Signed: \_\_\_\_\_ (School Council President)

Signed: \_\_\_\_\_ (School Council Executive Officer)