



STAWELL SECONDARY COLLEGE

Bullying and Harassment Policy

Rationale:

- All members of the Stawell Secondary College community have the right to work in a safe and supportive environment free from all forms of harassment and bullying. Stawell Secondary College is committed to ensuring a caring learning environment, which promotes personal growth and positive self-esteem for all.
- Bullying and harassment of individuals & groups of students is inappropriate and will not be tolerated. Schools and communities need to be proactive in eliminating such practices. Research has illustrated that the effects of bullying can be both long & short term on children. These include, but are not limited to, the following:
 - Loss of self-esteem & confidence
 - Depression
 - Poor academic performance
 - Suicide ideation or self-harm

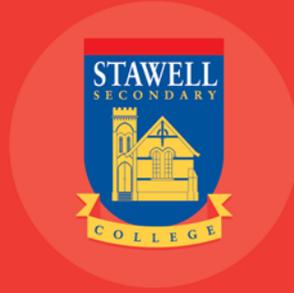
Research has also shown that 1 in 4 children is affected by bullying – either as a victim or as a bully. At Stawell Secondary College, we acknowledge that bullying or harassment may occur in Secondary Schools. We also acknowledge that schools can make a difference by implementing programs to prevent bullying by improving social skills, interpersonal relationships and self-esteem.

Types of Bullying and Harassment

- Physical
- Verbal
- Sexual
- Exclusion
- Interference
- Written
- Urging or encouraging others to behave in any of the above ways
- Through the use of mobile phones, emails, websites, chat rooms and other communications technology

Aims:

- To ensure that people feel safe
- To encourage the development of a school ethos which discourages bullying behaviour through the support of students, parents and staff
- To deal with all incidents of bullying or harassment promptly and confidentially
- To communicate and consistently reinforce clear standards of behaviour
- To monitor the school yard closely (document incidents)
- To record incidents to compare and contrast annual data (computer)
- To provide opportunities for children to discuss bullying



STAWELL SECONDARY COLLEGE

- To provide support, counselling & protection for victims
- To ensure Stawell Secondary College is a Child Safe School
- To ensure teachers attend appropriate professional development activities to increase their knowledge & skills to deal with prevention, intervention & post-vention of bullying or harassment

Date Effective:

July 2020

Definitions:

In 2018 the *Education Council of the Council of Australian Governments* endorsed the following definition of bullying for use by all Australian schools:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

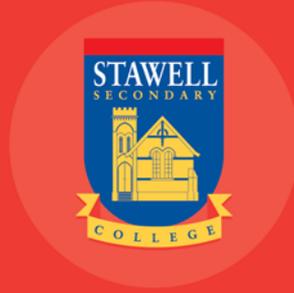
Responsibilities:

- Teaching Staff
- Education Support Staff
- Year Level Co-ordinators
- Sub-School Leaders
- Assistant Principals
- Principal

Implementation:

The Student Wellbeing Team is responsible for overseeing and co-ordinating the operation of this policy together with the Year Level Co-ordinators, Sub-School Leaders and Assistant Principal – Student Management, however ALL staff are responsible for the implementation of the policy.

This policy supports and complements the [Student Engagement Policy](#). The Student Wellbeing Team will ensure that all members of the Stawell Secondary College community are aware of the policy through its inclusion in the staff handbook, ongoing professional development, explicit education through the Home Group program and articles and reminders in Connections and college social media.



STAWELL SECONDARY COLLEGE

Stawell Secondary College appreciates parents making contact with the school if they have a concern about bullying and encourages parents to talk to their children about this issue.

Staff and students should be aware of the need to conduct themselves in such a manner as to present a positive role model to the school community at all times.

Procedures

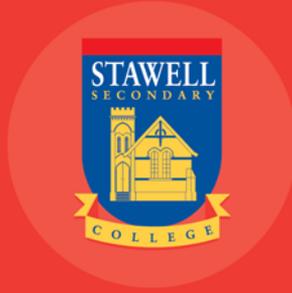
- Students can report incidents to the classroom teacher or any trusted teacher (the student may feel more comfortable if a friend can speak to the teacher as well).
- Students will be asked to complete a Personal Response Sheet.
- Teachers should record the incident on XUNO outlining the date, time, location, students involved and the action, and specific details. The Teacher will follow up with the Year Level Co-ordinator to investigate the complaint.
- The Year Level Co-ordinator should meet with the person engaging in bullying behaviours and discuss their conduct with them. This should take place privately, with time for discussion. Teachers should counsel the offending student with the aim of assisting them to recognise their behaviour is a form of bullying or harassment with hurtful consequences. Appropriate disciplinary consequences should be implemented if appropriate. Sometimes it helps in conciliation if both parties can meet together with the assistance of a teacher.
- Relevant staff such as a Year Level Coordinator will discuss with the victim how the incident was dealt with, and emphasise the need to immediately report any reprisals should they occur. Ongoing support may need to be provided. Further incidents of bullying by a student will result in increased consequences, but may also lead to counselling or wellbeing referral.
- Stawell Secondary College engages in Restorative Practices which informs our approach to such incidents.

Resources

- [Bully Stoppers](#)
- [Kids Helpline](#)
- [Lifeline](#)
- [Bullying. No way!](#)
- [Student Wellbeing Hub](#)
- [Office of the eSafety Commissioner](#)
- [Australian Student Wellbeing Framework](#)

Staff and Parents

- Any staff member who feels they have been bullied should contact an appropriate leading teacher, Assistant Principal or Principal who will assist with following the department guidelines for managing such complaints through Edusafe.
- Any parent who feels bullied by a member of staff at the college should refer to the Parent Complaint Policy



STAWELL SECONDARY COLLEGE

Evaluation:

This policy will be reviewed as part of the school's review cycle in February each year in accordance with the Child Safe Policy. The review will be led by the Student Wellbeing Team and referred to the Policy Sub-Committee and School Council for ratification.

Last reviewed: July 2020 (new policy)
Next review date: July 2021

History of changes

First issued	July 2020
Date of update	Update of definition