WARRIAPPENDI SCHOOL

Warriappendi School Bullying Policy and Procedures
(Reviewed 6/13)

This Policy is consistent with
- The National Safe Schools Framework 2004.
- State Government Anti-Discrimination Legislation.
- School Values, and Strategic Directions 2011-2013.
- Warriappendi Parent Information Brochure.
- 'Bullying and harassment at school, advice for parents and caregivers' brochure.
- Warriappendi School Behaviour code.
- Warriappendi Site Improvement Plan 2012.

Aim
The Aim of this policy is to ensure that Warriappendi is a safe environment, free from bullying, for all members of the School community. Warriappendi School works towards the creation of an environment free from bullying and harassment through:
- Educating all members about Bullying and Harassment, providing preventative programs and strategies, including legal ramifications;
- Building and maintaining staff, students and community confidence in school management of wellbeing;
- Transparent and consistent responses to incidents of bullying and harassment;
- Ensuring that all reported incidents of cyber bullying are investigated appropriately and that support is given to both victims and perpetrators.

Objectives
- To reduce the incidence of bullying.
- To create a supportive climate and break down the secrecy surrounding bullying.
- To provide staff, students and parents with options to respond to bullying.

Definition
- For the purpose of this document bullying is defined as conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid. Bullying is a specific form of harassment that is deliberate and repeated, causes distress, affects well-being, and reduces the capacity to learn. Both bullying and harassment can be verbal, physical, social or psychological. It can be done in person, by manipulating others to take part, or by electronic means. Due to the evolving nature of Cyber Bullying is incorporated throughout this document, highlighted in italics. This takes many forms and may involve websites, mobile phones, chat rooms, email, SMS and the uploading of pictures or video. It could involve the sending of threatening messages, communicating false pretences, forwarding of other students private communication, establishment of websites designed to humiliate or the posting of humiliating messages or pictures.
- Bullying involves one or more students exerting power or dominance over another or others.
- Bullying Behaviour involves behaviour which is physical, verbal, psychological or social/relational.

Forms of Harassment/Bullying
- Racial harassment: treatment that unfairly disadvantages people based on negative attitudes and assumption about their (real or assumed) cultural backgrounds and physiological characteristics.
- Religious harassment: treatment that unfairly disadvantages people based on negative attitudes and assumptions about their (real or assumed) religious backgrounds, beliefs and practices.
- Sexual harassment: treatment or physical acts which refer to a person's sexuality or gender in an offensive or degrading manner.
- Harassment based on disability: treatment that unfairly disadvantages people based on negative attitudes and assumptions about their (real or assumed) physical, intellectual or psychological disabilities.
- Verbal harassment: can overlap with any of the other forms of harassment, but also includes name-calling, offensive language, slander (putting people down behind their backs), offensive notes or graffiti about others.
- Bullying: verbal, physical and psychological attack against a person/persons. It includes intimidation in all forms, causing physical and/or emotional disturbance that may have short or long term consequences.
- Cyber bullying: E-Crime occurs when a computer or other electronic communication device (eg mobile phones) are used to commit an offence, are targeted in an offence, or act as a storage device in an offence. This includes direct threats made on Facebook and other media.

Responsibilities/Actions

All members of the Warriappendi School Community:
Develop and show positive, caring and respectful student-peer relationships, student-teacher relationships, teacher-teacher relationships and teacher-parent relationships.

Students
If a student feels they are being bullied they should:
- Tell the person to stop the behaviour.
- Report the behaviour to a teacher or other staff member.

If a student has witnessed bullying behaviour they should:
- Support the person who is being bullied.
- Request help from a teacher or other staff member if necessary.

Teachers
- Provide support to targets of bullying.
- Record and monitor incidents of bullying behaviour.
- Inform carers
- Put in place anti-bullying procedures as appropriate (eg getting bully to reflect on their behaviour, arranging a restorative justice meeting, contacting carers).
- Encouraging target student to report further acts of bullying. This may include the student reporting offences on the federal government Cybersafety website.
- Promote and model the positive and responsible use of technology.

Aboriginal Secondary Education Transition Officer, School Service Officers and Tirkandi (Youth Workers)
- Provide support to targets of bullying.
- Report incidents of bullying behaviour to teachers and/or leadership staff.
- Encourage targets of bullying to report further acts of bullying.
- Promote and model the positive and responsible use of technology.

Leadership staff
- Disseminate Policy and Procedures; update as necessary.
- Ensure all processes relating to bullying are enacted.

Parents and Care givers
- Encourage students to discuss the effects and consequences of bullying.
- Encourage students to report any incidents of bullying.
- Contact school if aware of incidents of bullying.
- If unsatisfied with the schools response, contact the Regional office
- If still unsatisfied contact the Parent Complaint Unit.

Staff and other adults associated with Warriappendi High School who experience incidents of harassment or bullying utilize the school's published Grievance Procedures to seek resolution.

Educating for Rights and Responsibilities
The following curriculum strategies explicitly address protective factors and behaviours relating to safe use of technology, Cyber Bullying and e-Crime.

- Junior students: In years 8 and 9, Health curriculum anti harassment/bullying topics are delivered.
- Seniors students: In the Year 10 SACE unit PLP (Personal Learning Plan), students are led through preparation for Work Experience, in sessions defining workplace harassment and methods to deal with incidents, including importance of reporting to supervising teachers. VET Business Services 3 also contains units focusing on workplace bullying as part of OHSW.
- All students: participate yearly in a session run by the Port Adelaide Police Community Constable in which aspects of cyber bullying and e-crime, including penalties for infringements, are addressed.

Restorative Conferencing
Restorative conferring is used at Warriappendi School to resolve issues between students. It recognises that bullying is a violation of people and relationships and aims to identify obligations and promote restoration and healing.

It is a way of responding to conflict which:
- Supports those affected.
- Allows for understanding of the wrongdoing.
- Gives ownership of the problems created.
- Gives people the support to fix things.
- Respects people and preserves their dignity.

Before a successful restorative conference can be held, teachers or facilitators need to have a clear understanding of the incident, and the offender needs to accept responsibility for his/her behaviour.
The conference allows the target to express his/her feelings so that the offender understands the impact; it also allows the person accused of bullying to acknowledge his/her behaviour, accept responsibility, and agree to change it.

Consequences for breaches of this policy
Strategies for dealing with students who persistently bully or harass others:
- Student behaviour contracts.
- Part time/alternative curriculum.
- Interagency referral.
- Send home- time out from school as a consequence of inappropriate behaviour (usually one day or less).
- Suspension- time out from school as a consequence of inappropriate behaviour (three to five days)
- Exclusion- lengthy period out of school due to serious or ongoing behaviour for a period of up to ten weeks.

Supporting Documents:
Warriappendi Parent Information Brochure.
'Bullying and harassment at school, advice for parents and caregivers' brochure.
Warriappendi School Behaviour code.
Warriappendi Site improvement plan 2012.
Warriappendi Strategic Directions 2011 – 2013 *Key Direction 2: Student Well-being supports such as timetabled lessons, youth work support, the range of DECD and other agencies accessed are formalised and documented.*

Supporting resources:

www.safeschools.deewr.gov.au/

www.decd.sa.gov.au/parentcomplaint

www.bullyingnoway.gov.au/

www.decd.sa.gov.au/learnerwellbeing/

www.cybersmart.gov.au

This policy will be reviewed annually.