Antibullying Policy

Educational Context

CHS defines bullying as repeated behaviour where there is a deliberate intent to cause physical harm or emotional distress. These behaviours can be verbal, social, psychological or physical. They impact on the lives of the person/people being bullied, those doing the bullying and those looking on. Bullying incidents can be isolated or repeated, organised or unintentional. Bullying behaviours indicate an imbalance of power.

(Peer Support Foundation, 1998)

Policy Statement

VALUES AT CONCORD HS

Concord High School is dedicated to actively providing a safe, supportive and caring environment which promotes personal growth and positive self-esteem for all members of the school community. Bullying is not acceptable in any circumstance, and bullying behaviours will not be tolerated at Concord High School. The school rejects violence, harassment and any form of discrimination.

All individuals in the school community – students, staff, parents – have the right to a safe environment which is free of bullying. If bullied, they have the right to be provided with help and support. Staff and students who witness bullying have the responsibility to act in some way to help the victim.

As a school community we will not allow cases of bullying to go unreported but will speak up. This is the shared responsibility of students, parents and teachers.

DEFINITION OF BULLYING

Bullying occurs when someone causes serious embarrassment, pain or discomfort to another. It can be threatening, hurtful or frightening. Bullying behaviours include:

Physical

- hitting, pushing or pulling
- spitting on others
- punching or any other form of physical assault
- interfering with another’s property by stealing, hiding, damaging or destroying it

Antibullying Policy/X drive/ Policy Folder
ANTIBULLYING POLICY

Verbal

- using offensive names, teasing or spreading rumours about others or their families
- using put-downs, insults, sarcasm and threats
- ridiculing another’s appearance
- making degrading comments about another’s culture, religious or social background, disability or sexuality
- making suggestive comments or other forms of sexual abuse

Social and Psychological

- writing offensive notes or graffiti about others
- excluding others from a group
- making someone feel intimidated and afraid
- gestures and menacing looks at someone to make them feel afraid
- forcing others to act against their will

Cyber Bullying

- using the internet, especially social networking sites to embarrass / harass / threaten others
- encouraging others to bully someone using the internet
- sending abusive text messages
- using a mobile phone to record or photograph someone to embarrass or threaten

COMMON MISCONCEPTIONS ABOUT BULLYING

“I was only joking”

This is what the bullies use as their defence. Bullying is NOT a joke.

“No one will do anything about it.”

Bullying can be stopped, but only if people REPORT it to an appropriate person.

“I don’t want to dob”.

Telling the TRUTH is not dobbing. Bullying will continue unless truthful reports are made.

“I didn’t hurt anyone”.

Bullying is not just about physical violence; it includes verbal, social, psychological and cyber bullying.
ANTIBULLYING POLICY

“That’s gay”

Calling a person or an event / idea “gay” is inappropriate. Find another way of expressing yourself.

If we are bullied:

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated
- our work, sleep and ability to concentrate may suffer
- our relations with our family and friends may deteriorate

WHAT STUDENTS CAN DO

If you are being bullied, there are options. These include:

- avoid an argument and just walk away
- find a safe place like the library at Recess and Lunchtime
- keep in sight of a teacher in the playground
- calmly and assertively stand up for yourself. For example, you could say “You might think that, but I don’t”. Ask your Year Adviser / School Counsellor for some ideas
- talk to the person. For example “Tell me what you think I did wrong. Maybe we can work it out.”
- make sure you don’t provoke the situation by getting into an argument.
- speak to the school counsellor to get some strategies that might help you

If the bullying continues you must:

- tell someone (Year Adviser, Deputy Principal, teacher, prefect, peer support leader, friend, parent). Reporting an incident of bullying is not being weak – it is the best way to stand up for yourself. The bullying may continue even after you have reported it; let someone know if this is the case.

If you are present when bullying occurs:

- Refuse to be involved in any bullying situation
- Report the incident or suspected incident and help break the code of secrecy
- If appropriate, speak up against the bullying: support the victim

Encouraging the actions of a bully can make you as responsible as the bully
ANTIBULLYING POLICY

WHAT CONCORD HIGH SCHOOL DOES TO PREVENT BULLYING

- Students are made aware of the school discipline code which includes the anti–bullying policy
- Staff are made aware of their responsibilities in identifying and dealing with bullying behaviours
- Preventative welfare programs have been developed for Years 7-11 to enable students to recognise and understand unacceptable behaviours, and provide strategies to help
- Peer Support allows students to be mentors for younger students
- Student surveys are to be used regularly to monitor opinions and occurrences of bullying
- Various KLAs have subject specific curriculum that have an anti bullying focus.
- Reported incidents of bullying are documented and maintained in student records.

THE ROLE OF THE STAFF

All staff must

- step in immediately to stop the bullying behaviour
- treat all reports of bullying seriously.
- be role models in word and action
- be observant of signs of distress or suspected incidents of bullying
- make efforts to remove occasions for bullying by active patrolling during supervision duty
- arrive at class on time and move promptly between lessons
- take steps to help victims and remove sources of distress without placing the victim at further risk
- report suspected incidents to the Head Teacher, Year Adviser or the Deputy Principal, who will follow the designated procedures
ANTIBULLYING POLICY

WHAT PARENTS CAN DO

The School recommends that Parents:

- watch for signs of distress in their child, eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising
- encourage your child to talk about the problem
- inform the school if bullying is suspected
- supervise your child on the internet, especially when using social media
- ensure your child’s email/social media pages have security to ensure privacy
- keep a written record (who, what, where, when, how) especially with regards to cyber bullying;
- be prepared to work with the school to resolve the issues
- be willing to inform the school of any cases of suspected bullying even if your own child is not directly affected.
- report the incident to the police if the bullying is persistent or warranted

EVALUATION

Bullying is an aspect of life that can only be reduced through raising awareness and appropriately empowering all members of the school community to act against it. This policy will be reviewed regularly to update information and analysis of surveys.

When staff, students and parents work together, we create a more harmonious environment at Concord High School.

USEFUL LINKS

3. www.cyberbullyingforum.org
4. www.bullyingnoway.com.au
5. www.antibullyingaustralia.com
Relevant DEC Policies

Bullying: Preventing and Responding to Student Bullying in Schools Policy

Student Discipline in Government Schools Policy

Related Concord High School Policies
Concord HS Welfare and Discipline Policy

Forms, Templates or Files Associated with this Policy
Bullying report form (attached)

1. How to Respond to a Bullying Incident
2. Notification to parents – first offence and subsequent offences

Document status
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ANTIBULLYING POLICY

HOW TO RESPOND TO A BULLYING INCIDENT

The response to a bullying incident at Concord High School will depend on the type, severity and previous history of bullying incidents. Students will not necessarily move from one level to the next. Staff who are unsure of the appropriate action should consult a Deputy Principal.

Classroom Teacher

Responses will depend on the incident itself and may include any or all of the following:

1. Counselling by the teacher who sees the problem / to whom the incident is reported.
2. Consider issuing a Yellow Card / in-school detention
3. Complete a Bullying Report Form (by teacher or student)
4. Pass on Bullying Report Form to Head Teacher for further action
5. Record information in Sentral in Bullying Incident Report Section

Head Teacher

Responses may include any or all of the following:

1. May enter information into Sentral in Bullying Incident Report Section
3. May inform parent of incident by letter (either placement on Red Card / “bullying letter”)
4. Can place student on school detention (Red Card)

Deputy Principal

Referrals made to DP may be because of severity of incident or repeated, inappropriate behaviour.

1. May require students to participate in anti bullying program
2. May inform parent of incident
3. Student (victim / bully) may be referred to School Counsellor
4. May recommend that student be suspended.

Principal

1. Suspension if student is considered to display aggressive behaviour, physical violence or continued disobedience.
ANTIBULLYING POLICY
Concord High School

Date:

Dear

Notification of Bullying Incident -- First Offence

I am writing to inform you that your child, ______________________________________, has been reported for an incidence of bullying at the school.

As a result of the investigation into the report, your child’s name has been recorded in the Student Discipline System (Anti-bullying Register).

As stated in the school’s Anti Bullying Policy:

“Concord High School is dedicated to actively providing a safe, supportive and caring environment which promotes personal growth and positive self-esteem for all members of the school community. Bullying is not acceptable in any circumstance, and bullying behaviours will not be tolerated at Concord High School. The school rejects violence, harassment and any form of discrimination.”

The following action has been taken by the school:

The student’s name has been recorded in the Anti Bullying Register

The consequences of your child repeating this behaviour may include any / all of the following steps:

- inclusion in a behaviour modification program
- placement on a Red Card
- referral to School Counsellor
- parental interview with Principal or Deputy Principal
- possible suspension

We ask for your support in reinforcing with your child the unacceptable nature of bullying behaviour. If you would like support in this, you can contact the Year Adviser and / or the School Counsellor for assistance.

Please do not hesitate to contact the school regarding any concerns.

Yours sincerely

_________________________________                      ______________________________
Class Teacher / Head Teacher                                        Deputy Principal

Phone: 9745 3777  Principal: J. Koob MA Hons, BA Hons, Dip Ed, MACEL
Fax:     9744 2683  Stanley St
           Concord 2137
Dear

Notification of Bullying Incident

I am writing to inform you that your child, ________________________________________, has been reported for another incidence of bullying at the school.

The following action has been taken by the school:

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Please contact the Deputy Principal regarding the consequences of your child’s behaviour.

Yours sincerely,

____________________________________
Deputy Principal