

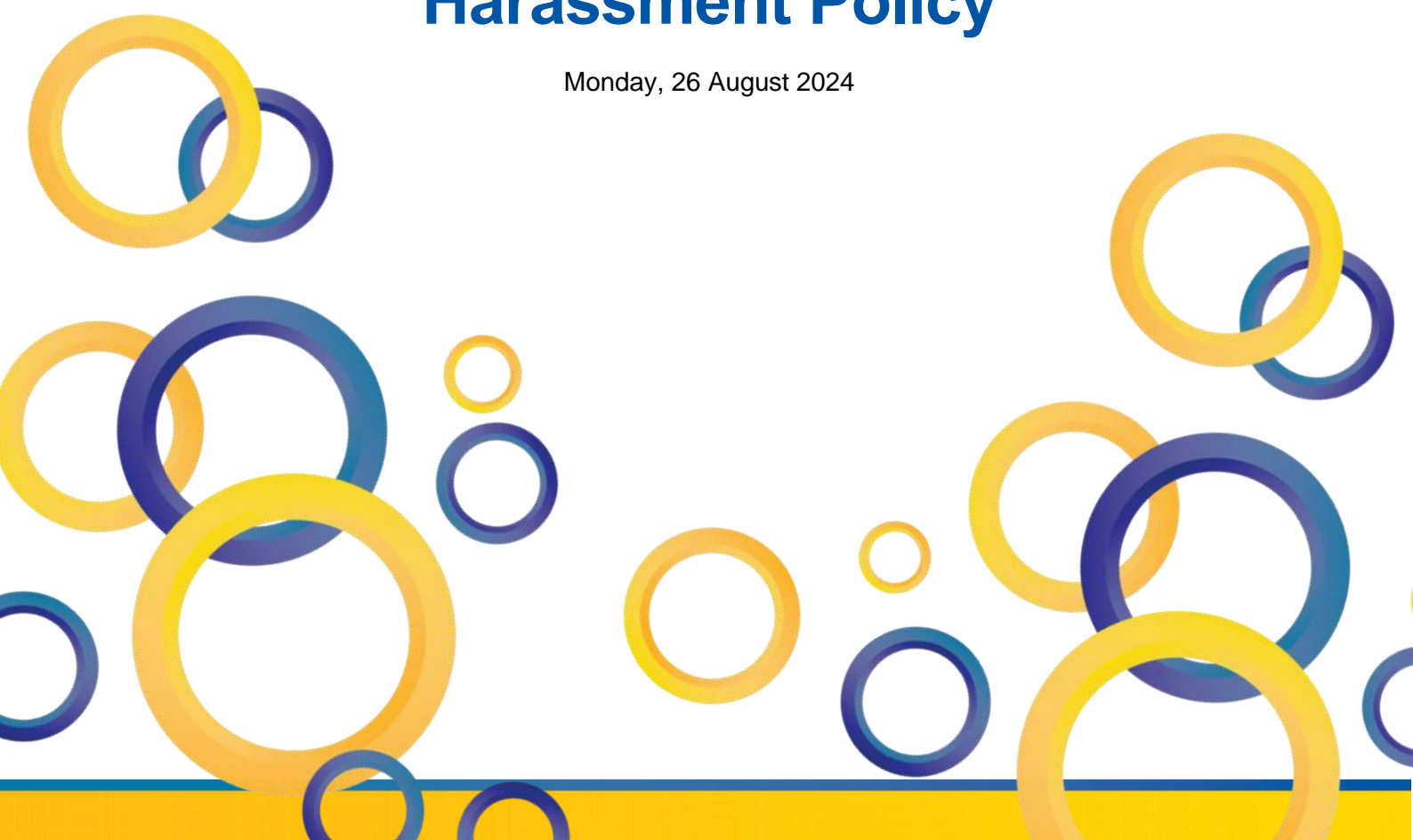
# Bowen State High School

Prepared for all things



## Anti-Bullying and Harassment Policy

Monday, 26 August 2024





## Rationale

Bowen State High School has adopted a whole school approach to promoting a positive and safe environment where bullying and harassment behaviours are not accepted by the school community. Everyone has the right to feel safe, comfortable and respected at school.

Our Anti-Bullying and Harassment Policy aims to enlist the help of all students, parents/caregivers and staff to eliminate bullying and harassment in all of its forms.

Bowen State High School holds high behaviour expectations of all students that are imbued in four values. Most of all, we value learning and as learners, we expect students to be:

1. Respectful – we show respect for people, property and learning.
2. Responsible – we take responsibility for what we do and/or say.
3. Safe – we strive to make everyone feel safe, valued and supported.
4. Engaged – we engage in positive, productive and supportive learning experiences.

Because Bowen State High School is committed to developing positive interpersonal relationships between members of the school community, any form of anti-social behaviour as outlined below is considered unacceptable.

## What is Bullying?

Bullying is repeated verbal, physical, social or psychological behavior that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyber-bullying refers to bullying through information and communication technologies such as the internet, social media and through mobile phone messaging systems.

Harassment is behavior that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Bullying and harassment occurs when one person believes another's actions or words are offensive, threatening, unwelcome and/or persistent.

Bullying and harassment may be done directly (e.g. face to face) or indirectly (e.g. behind the person's back or via the internet, social media or through mobile phones).

There are different types of bullying and harassment which include:

- Verbal – e.g. teasing, name-calling, threats.
- Physical – e.g. fighting, pushing, kicking, pinching, shoving, gestures, invasion of personal space, damage to individual's property.
- Sexual – e.g. physical, verbal or nonverbal sexual conduct; touching in a sexual manner, sexually orientated jokes, persistent invitations of a sexual nature, leering, suggestive literature or drawings, sexting.



- Visual/Written/Cyber-bullying – e.g. graffiti, notes, text messages, sending films or photographed images, negative or provocative comments on social networking sites.
- Psychological – e.g. stand-over tactics, gestures, threats of getting another back.
- Social Exclusion – e.g. rumours, putdowns, excluding from activities/peer groups.
- Racist – e.g. offensive, demeaning, humiliating, intimidating physical or verbal behavior.
- Pride Phobic – includes any kind of discrimination, bullying or harassment based on one's sexual orientation, gender diversity, identity, or expression.

## Responsibility

All members of the school community have a right to work or learn in a safe environment. All individuals have a responsibility to ensure that safety in student/student relationships are maintained by:

- Demonstrating non-bullying and harassing behaviour.
- Intervening when bullying or harassment is observed – don't be a bystander. If you don't report, you support!
- Reporting bullying or harassing behaviour.




## Prevention Strategies

Bowen State High School promotes a safe and caring environment through the following actions:

- Empowering individual students to use STOP/WALK/TALK strategies to manage bullying incidents
- Focused year level activities that promote team building
- Targeted anti-bullying and harassment workshops, campaigns and incursions
- Support by the teacher in the classroom and in the playground to ensure positive relationships and effective discipline is maintained
- Year Level Coordinators providing ongoing welfare support and monitoring of their year level/s
- Intervention/counselling support when an individual requests assistance through the Student Support team which includes the Guidance Officer / School-Based Police Officer / Community Education Counsellor / School-Based Youth Health Nurse / Youth Support Coordinator / Chaplain
- Peer to peer mediation when appropriate by qualified support staff
- Social Emotional Learning and Rock and Water classes in Year 7
- Restorative practices
- STYMIE ([stymie.com.au](http://stymie.com.au))
- Targeted Positive Behaviour for Learning (PBL) lessons that focus on positive behaviour throughout the school including a tiered PBL behaviour support system.



Intervention when bullying or harassment occurs

Behaviour	Action	Personnel
Low level bullying or harassment e.g. a passing comment on your way into class, a 'dirty look' on the pathway.	Choose to either: <ul style="list-style-type: none"> <li>Ignore.</li> <li>Use friendship or family networks for support.</li> <li>Speak to offender in a calm and rational manner and ask them to <b>STOP</b> their behaviour. You must then <b>WALK</b> away.</li> <li><b>TALK:</b> Make a formal request for support and/or intervention to an adult at the school if the behaviour continues.</li> </ul>	Students Family members Form teacher Support services team Classroom teacher Year Level Coordinator Year Level HOD
Repeated and/or increased bullying or harassment by the perpetrator, or friends of the perpetrator. High impact types of behaviour e.g. emotional intimidation via criticism of a personal nature or ongoing isolation/exclusion from friendship groups, physical or sexual assault.	Do not ignore longer term or ongoing bullying. Instead, choose to either: <ul style="list-style-type: none"> <li><b>TALK:</b> Tell your parent/caregiver so the school can be informed;</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li><b>TALK:</b> Tell school staff directly so consequences for the bully are applied. These may include: detention, parental notification, suspension or even exclusion.</li> </ul>	Students Family members Form teacher Support services team Classroom teacher Year Level Coordinator Year Level HOD Administration
 <p>Ask the person in a calm and rational manner to <b>STOP</b> their behaviour.</p>	 <p><b>WALK</b> away from the person to another area where there is a teacher or adult.</p>	 <p>If the problem behaviour continues, <b>TALK</b> to an adult.</p>
<p>The most effective way to prevent and stop bullying or harassment is for all members of the school community to take responsibility through:</p> <ul style="list-style-type: none"> <li>Supporting the victim and not taking control of the situation away from them.</li> <li>Seeking advice about any behaviour they witness or experience that is unacceptable from relevant people.</li> <li>Acting assertively when confronted by situations of intimidation, and utilising strategies obtained from their support network. The strategy we encourage students to use is <b>STOP, WALK, TALK</b> (refer above for more details).</li> <li>Referring the matter to school personnel when bullying continues to occur using the <b>Bullying Reporting Process</b> (see over).</li> </ul>		



## BULLYING REPORTING PROCESS

- Student uses **STOP** and **WALK** strategies
- Student reports bullying incident to a teacher



- Student completes Bullying Incident (BI) form
- Teacher supports student to complete BI form




- Staff member submits BI form immediately to Year Level Coordinator (**TALK**)



### YEAR LEVEL COORDINATOR ACTION



#### FIRST INCIDENT

- YLC talks to the student who submitted BI form
- YLC talks to student/s who have been reported on the BI form
- Student/s reported complete Incident Report (IR) form
- YLC actions the incident
- IR and BI filed in student file
- YLC records IR and BI incident details on One School
- YLC contacts parent/guardian of students (optional at this stage)



#### REPEATED INCIDENT WITH SAME STUDENT/S

First incident process followed initially, then:

- Year level HOD notified – work together to action the incident.
- Restorative practice encouraged.
- Parent/caregiver contact for all students involved.
- Third or subsequent incident – Year level Deputy Principal notified and a referral to Guidance Officer and Support Services team made – parent contact required.
- All incidents – OneSchool record of contact for all students involved.

#### SUBSEQUENT INCIDENT WITH DIFFERENT STUDENT/S

First incident process followed initially, then:

- Year level HOD notified of second reported incident.
- Third incident – Year level HOD (YLHOD) and Year Level Coordinator (YLC) work together to action the incident.
- Third or subsequent incident – Year level Deputy Principal notified by YLC and YLHOD and a referral to Guidance Officer and Support Services team made – parent contact recorded on OneSchool for all students involved.