

## ANTI BULLYING AND HARASSMENT POLICY

Bowen State High School has a whole school approach to promoting a positive environment where bullying behaviors are not accepted by the school community. Everyone has the right to feel comfortable at school and be able to get on with their work.

Our policy aims to enlist the help of all students, parents, caregivers and staff to eliminate bullying in all its forms.

Behaviour expectations of all students are as follows:

We value learning. As a learner I am...

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

Bowen State High School is committed to developing positive interpersonal relationships between members of the school community. Any form of anti-social behaviour is unacceptable.

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 and mobile phones.

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 or 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, literature or drawings, sexting.
- **Visual/Written/Cyber-bullying**—e.g. graffiti, notes, text messages, sending films or photographed images, 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/peers.
- **Racist**—e.g. offensive, demeaning, humiliating, intimidating physical or verbal behavior.




### Responsibility

It is the responsibility of individuals to take action when they feel they are being bullied or harassed. This means that if a person is bullying or harassing you, it is your responsibility to act. Sometimes the perpetrator does not know the effect their behavior is having on other people; behavior affects different people differently.

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.
- Reporting bullying or harassing behaviour. If you don't report, you support.

## 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> <li>or</li> <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 STOP their behaviour.</p>	 <p>WALK away from the person to another area where there is a teacher or adult.</p>	 <p>If the problem behaviour continues, talk 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 STOP, WALK, TALK (refer above for more details).</li> <li>Referring the matter to school personnel when bullying continues to occur using the Bullying Reporting Process.</li> </ul>		

**Bullies maintain their behaviour if they get away with it. The Bowen State High School community needs to pull together to maintain a consistent stance of non-tolerance towards bullying in order to combat this problem.**

**Bowen State High School promotes a safe and caring environment through:**

- Empowering individual students to use STOP/WALK/TALK strategies to manage bullying incidents.
- Focused year level activities that promote team building.
- 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 once the individual requests help through the Student Support Services which include the GO/PLWC/SBPO/CEC/Nurse/YSC.
- Rock and Water classes in Year 7.
- Restorative practice.
- STYMIE ([stymie.com.au](http://stymie.com.au))
- Targeted Positive Behaviour Learning lessons that focus on positive behaviour throughout the school.
- A tiered Behaviour Support level system.