

ANTI-BULLYING POLICY

Please note this policy is mandatory and staff are required to adhere to the content.

PURPOSE

- Affirms all Penola High School students and staff's rights to feel safe and study or teach in an environment free from bullying.
- Schools are learning communities that promote student's wellbeing, safety and positive relationships so that students can reach their full potential.
- Students who feel connected, safe and secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes.

SCOPE

For all Penola High School students and staff.

DETAIL

What is Bullying?

Bullying is an **ongoing** misuse of **power** in relationships through **repeated verbal, physical and/or social behaviour** that causes physical and/or psychological **harm**. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

What is Harassment?

While behaviours such as disagreements and arguments, single acts of social rejection, one-off acts of meanness or spite and isolated incidents of aggression, intimidation or violence will be addressed and resolved; they do not constitute bullying, this is harassment.

RESPONSIBILITIES

A proactive approach to bullying

Teachers during Learning for Life lesson time

- Explicitly teach social and emotional skills using evidence informed practices related to personal safety, resilience, help-seeking and protective behaviours.
- Teach, model and promote values and behaviour in order to create and maintain supportive and safe learning environments.

The Wellbeing Team (Principal, Deputy and Wellbeing Coordinator)

- Seek programs and resources that promote and raise awareness of anti-bullying strategies, upstander skill building and resilience within the school community.
- Ensure all teachers are trained in restorative practices.
- Seek students' perspectives about safety and well-being in order to promote positive learning outcomes.



Student and staff

- Follow the schools Grievance Procedures – if safe, ask the person to stop.
- Notify an adult of your concern.
- Do not retaliate.
- Treat others with respect.

ACTION

Response

All incidents of bullying and harassment which are reported to the school will be addressed.

Actions will include

- Speaking with all of the students involved, including the witnesses.
- Letting parents know.
- Interview with Leadership.
- Counselling.
- Documentation through Sentral and EDSAS systems.
- Restorative conferences with both parties.
- Follow up.

Consequences will include

- Community service.
- Suspension.
- Police Referral.

SUPPORTING DOCUMENTS AND REFERENCES

Supporting Documents

- PHS Anti-Bullying Flow Chart.
- PHS Anti-Bullying Guide.
- Grievance Procedures.
- Seven Step Response Plan – staff intervening in bullying.

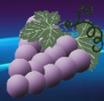
References

- ESafety - <https://www.esafety.gov.au/>
- Bullying No Way - <https://bullyingnoway.gov.au/>

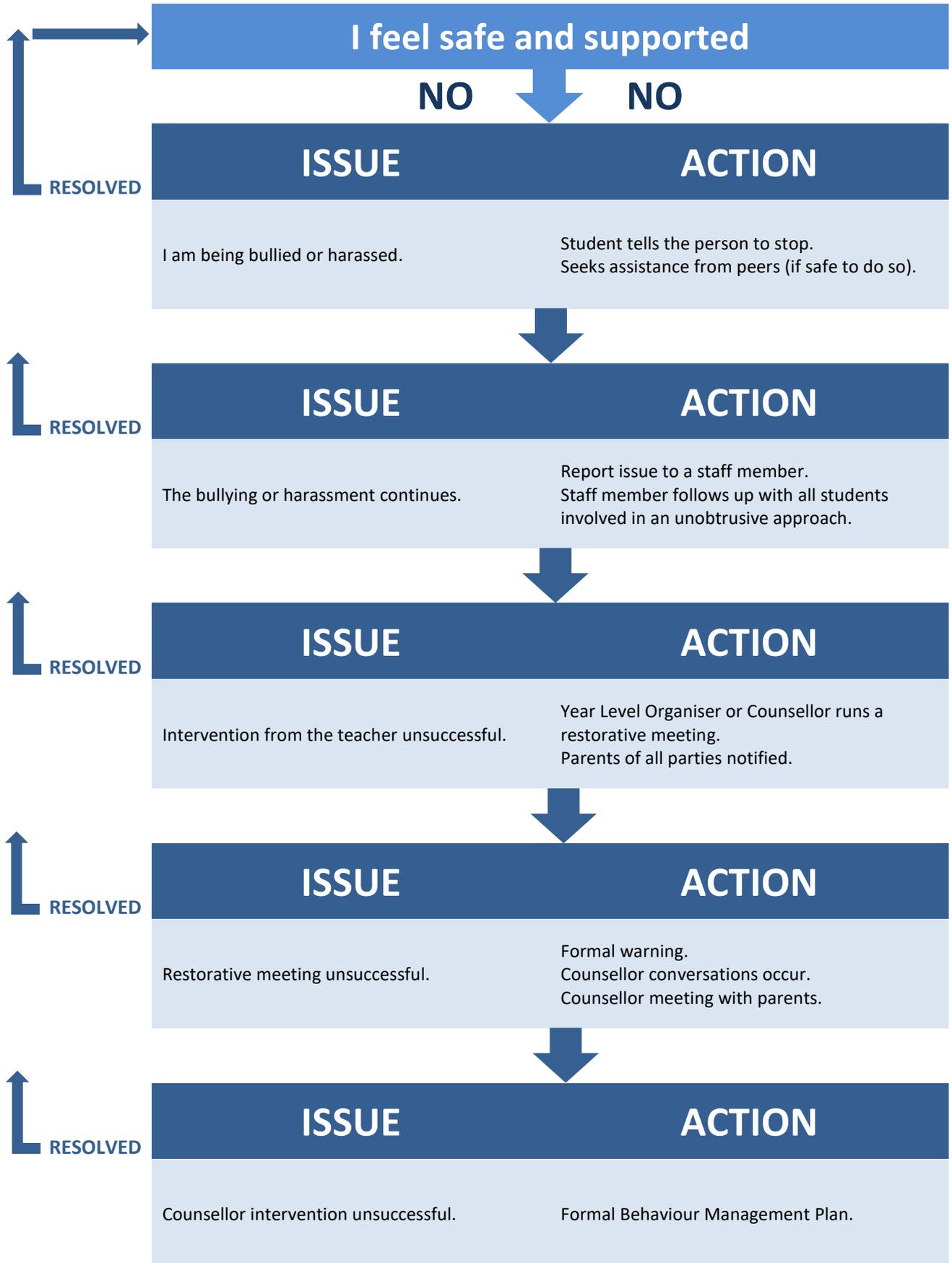
MONITORING AND REVIEW

- This document will be reviewed annually by a team lead by the Wellbeing Coordinator.
- Students and the community will contribute their voices to decision making with evaluation and review occurring through consultation with Penola High School students, Student Representative Council, and Governing Council.
- School staff capacity will be regularly monitored and reviewed to identify areas of strength and those requiring improvement. Staff will engage in professional learning to build capacity or enhance the social, emotional and learning outcomes of all students and in order to promote staff wellbeing.





ANTI-BULLYING FLOW CHART



What is bullying?

Bullying is an **ongoing** misuse of **power** in relationships through **repeated verbal, physical** and/or **social behaviour** that causes physical and/or psychological **harm**. It can involve an individual or a group misusing their power over one or more persons.

Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Types of bullying:

Bullying can take many forms.

Examples include:

- Verbal: name-calling, teasing
- Social: spreading rumours, leaving people out on purpose, breaking up friendships
- Physical: hitting, punching, shoving
- Cyberbullying: using the Internet, mobile phones or other digital technologies to harm others

Bullying is not...

Single episodes of nastiness or meanness, or random acts of aggression or intimidation – these are not the same as bullying though certainly undesirable. If a student is verbally abused or pushed on one occasion, they are not being bullied.

What can students do?

If you are being bullied:

- ask the student to stop what they are doing.

If that doesn't work:

- talk to your home group teacher, Year Level Organiser or any teacher who you feel comfortable talking to.
- talk to your parents.
- talk to a student counsellor or talk to friends.
- keep reporting the harassment as often as it continues.
- ring Kids Helpline 1800 551 800 or visit their website: www.kidshelp.com.au.

If you think you are a bully:

- put yourself in the position of the other person.
- ask yourself this question: "What does it feel like to be bullied?"
- talk to a teacher or counsellor - they may help you change your behaviour



Become an Upstander

What is an Upstander?

An **upstander** is a helpful bystander: someone who sees something wrong and takes positive action to make it right. They'll do all they can to protect and support anyone who is being treated unfairly or intentionally hurt.

If you're an upstander you can:

- tell the bully to stop.
- stand up for what is right and not be part of the bystander group.
- get an adult to help.
- tell a teacher what you saw.

Have your say:

- bring up the issues at SRC or class meetings.

At Penola High School we believe that all students have the right to feel safe and study in an environment free from harassment.

What will the school do?

All incidents of bullying and harassment which are reported to the school will be addressed.

Actions may include:

- Speaking with all of the students involved, including witnesses
- Letting parents know
- Interview with the Principal, Deputy Principal or Counsellor
- Listening to the person affected and their ideas of outcomes
Restorative conferencing with student and families
- Documentation for files

Ongoing behaviour will result in intervention which will include:

- Suspension
- Community Service
- Police Referral



What can parents do?

Respond calmly and non-defensively, and commit to working with the school to manage the problem in a helpful way. See the situation as an opportunity for your child to learn important developmental lessons. Do not speak directly to the bullies or their families.

Assure your child that they have done the right thing in reporting the harassment.

Try and support rather than rescue your child, empower them to handle it themselves and support them to report the issue to a staff member, Counsellor or Year Level Organiser. Give sensible advice—don't encourage your child to fight back; this will most likely increase the bullying. Do not reply to online bullying.

Help your child to be assertive and encourage them to:

- Tell the bully to stop what they are doing.
- Tell the bully how they feel.
- Tell a trusted adult at school.

With your child, check out the websites:

www.bullyingnoway.com.au

www.esafety.gov.au

This guide has been developed as part of the Penola High School Anti-bullying policy. The complete policy is available on the school's website.

PHS ANTI-BULLYING GUIDE



Penola High School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying.

This guide offers some facts about bullying, strategies about what you as a student or family member can do, and the support our school offers if you believe your child or any child at Penola High School is being bullied or is bullying others.

If you would like further information about bullying or you would like to discuss your concerns please contact us on 87370000



Government of South Australia
Department for Education

To be reviewed in 2021

SEVEN STEP RESPONSE PLAN – STAFF INTERVENING IN BULLYING INCIDENTS

Members of the whole school community, witnesses or is involved in bullying.		
STEP 1	IDENTIFY	There is common understanding as to what bullying is and about the range of bullying behaviours so that staff, students, parents and the school community members can identify bullying incidents. (Shouldn't have understanding twice).
STEP 2	REPORT	There are clear procedures and a variety of methods for staff, students, parents and the school community members to report bullying behaviour.
All staff or leadership team		
STEP 3	ASSESS	Individual incidents are assessed for the severity and impact of the situation to determine what level of intervention is required.
STEP 4	RECORD	There are clear procedures to record bullying behaviour through a whole school data base of student behaviours.
STEP 5	INFORM	Relevant staff, student services and parents are contacted and sent information regarding the bullying incident and subsequent actions.
STEP 6	RESOLVE	All students directly engaged in the bullying situation: the bullied students, the students engaging in bullying and the bystanders to the bullying situation are involved in the resolution response.
STEP 7	MONITOR	There is monitoring of the effectiveness of response strategies after each incident, and a follow up session with those involved that are recorded and tracked as part of the school database.