



Bullying & Harassment

(Last DET Update: 19/04/17)

First Developed: May 2015
Reviewed/ Updated: September & November 2015
February, April & August 2016
April 2017

1. Background and Information

Rationale

Everyone, students, staff and parents/carers, has the right to a safe school environment which is free from bullying of any kind. Bullying affects everyone and it is the responsibility of all members of our community to address and prevent its occurrence.

Definitions

Bullying is when someone, or a group of people, deliberately upsets or hurts another person or damages their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

Cyberbullying is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Homophobic Bullying on the basis of sexuality is a common experience for young people who are same sex attracted or for those who may not behave according to gender stereotypes.

Categories of bullying include direct physical bullying (hitting, kicking, pinching, pushing or damaging property), direct verbal bullying (name calling, insults, teasing, intimidation, racist remarks or verbal abuse), indirect verbal bullying (lying or spreading rumours, playing nasty jokes, mimicking or encouraging others to socially exclude someone) and cyberbullying (direct verbal or indirect bullying behaviours using digital technologies including harassment using a mobile phone, setting up a defamatory website or deliberately excluding someone from social spaces).

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

- Mutual conflict involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

- Single-episode acts of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes should be ignored or condoned as these are unacceptable behaviours.

Further information

Reference: www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx

For further information, including information on sexual diversity, refer to the DET resources at the website above.

eSmart: <https://www.esmart.org.au>

Please refer also to the College's *Duty of Care Policy*, *Gender Identity Policy*, the *Student Engagement Policy* and the Child Safe Standards.

2. Carranballac Bullying & Harassment Policy (August 2017)

Purpose

- To create a safe and respectful school environment and prevent bullying, cyberbullying and other unacceptable behaviours.
- To ensure Carranballac P-9 College complies with DET policy and guidelines.
- To further empower children who are key stakeholders within our organisation.
- To ensure the College has in place strategies to enhance compliance with the Child Safe Standards 2, 4 and 7.
- To ensure the College discharges its duty of care towards students.

Implementation

- Carranballac P-9 College has **zero tolerance of bullying and of harassment in any form.**
- The wellbeing of every child at the College is our highest priority.
- The College encourages all students to speak up when bullying or harassment is encountered.
- The College will:
 - promote and support safe and respectful learning environments where bullying is not tolerated
 - provide clear definitions of what is and what is not bullying, including descriptions of the different subtypes of bullying
 - put in place whole-College strategies and initiatives as outlined in DET's anti-bullying policy
 - develop a Student Engagement Policy that includes processes and strategies to prevent and respond to incidents of bullying and other forms of unacceptable behaviour
 - involve children, staff and parents/carers in updating the Student Engagement Policy
 - take a whole-College approach focusing on safety and wellbeing
 - consistently respond to all incidents of bullying that have been reported to the College and ensure that planned interventions are used to respond to these incidents
 - ensure that support is provided to any child who has been affected by, engaged in or witnessed bullying behaviour
 - provide regular updates, within the bounds of privacy legislation, to parents/carers about the management of incidents
 - address cyber bullying as part of its Internet/Social Media Policy and eSmart certification.
- Constructive strategies to deal with harassment will include:
 - education in coping strategies
 - assertiveness training
 - problem solving and social skills
 - counselling and behaviour modification
- These strategies will be employed in preference to punitive sanctions and negative consequences.
- If a teacher feels a child is at serious and imminent risk from bullying (including cyber bullying) and harassment then it is their professional duty to pass on the information to an appropriate person to ensure appropriate support for the student. It is important that teachers document fully their interaction with the student and verify the actions taken.

- Programs will be organised to raise children’s awareness about bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and providers.
- Professional development will be provided for staff relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.
- The College will provide specialist resources such as books, videos, kits and off site in-service activities to assist staff in responding appropriately to bullying (including cyber bullying) and harassment issues.
- The College will ensure this policy is easily accessible within the College community and published on the College's website.

Ratification and Review

- This policy will be reviewed annually as part of preparing the Annual Report or if guidelines change.

This policy was ratified by School Council on 1st August 2017