

GRANT HIGH SCHOOL

BUILDING FUTURE READY CITIZENS



Anti-Bullying/Harassment Policy

Prepared by our Community of staff, students and parents at Grant High School

What is Our Policy?

At Grant High School, we work together to create a learning environment where every student and school community member is safe, supported, respected and valued.

What are Our Beliefs?

We are inspired by values of respect, trust and commitment and a school mission statement that says: To engage every student in dynamic learning through positive relationships and a safe environment.

We welcome diversity and treat everyone with dignity, fairness and respect. Our school community believes that each student has the right to an education free from fear and intimidation.

Bullying is unacceptable, and will not be tolerated.

What is Bullying?

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

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

(Taken from 'Safer DECD schools', Department for Education).

Bullying/harassment can include:

- Teasing, taunting and name-calling
- Pushing, hitting, tripping and any other physical contact
- Spreading rumours
- Making fun of people's disabilities, weaknesses or achievements
- Making fun of people's skin colour, facial features or physique, race or religion, accent or sexual orientation
- Name calling: indirect or direct, written or verbal e.g. "gay", "queer", "lesbian", "homo"
- Writing or drawing offensive messages
- Touching in an unwelcome way
- Deliberate exclusion from activities by young people to peers

- Nasty looks
- Hiding or taking another's belongings
- Demanding food or money
- Cyberbullying
- Any behaviour that makes someone feel uncomfortable

What Can Students Do?

Ask the student who is bullying or harassing you to stop.

If this doesn't work:

- Report the bullying/harassment
- Talk to your class teacher or any teacher that you feel comfortable talking to
- Talk to your parents
- Talk to a Wellbeing Leader or someone in the Wellbeing Centre
- Talk to friends
- Keep reporting the bullying as often as it continues

If you are a friend:

- Support your friend who is being bullied
- Encourage others to support them
- Listen to your friend, and encourage them to seek help

If you are being a bully or harassing someone:

Put yourself in the position of the other person

- Ask: "What does it feel like to be bullied/harassed?"
- Talk to a teacher or Wellbeing Coordinator. They will help you change your behaviour in a supportive way.

The school will take a pro-active stance by:

- Ensuring all students and parent/caregivers sign this policy and agree to supporting our school community, free from bullying and harassment.
- Delivering anti-bullying education through the HPE curriculum areas.
- Facilitating the delivery of focus sessions to educate and reinforce appropriate and safe behaviours.
- Promoting important dates including the National Day of Action against Bullying each year.

On behalf of the school, we promote a policy of Zero Tolerance towards bullying and harassment.

Respect – Trust - Commitment

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What will the School Do?

All incidents of bullying, which are reported to the school; will be addressed by a member of the Leadership Executive.

- We will listen and talk to the person who is being bullied/harassed and to the person(s) doing the bullying/ harassment.
- We will put negotiated consequences in place for the person who has been bullying/harassing others.
- These may include a formal warning, contact with parents, take home/ suspension and restorative/mediation processes.
- We will offer support to the person who has experienced bullying and or harassment, including counselling and or peer support.

**These steps may change depending on the circumstance – each incident is different, and consequences will vary depending on whether it is a first offence or an ongoing behaviour.

This policy is endorsed by: Principal, Governing Council, Student Representative Council, Wellbeing Committee.

What Can Parents Do?

Signs of bullying/harassment:

Students who are being bullied may develop feelings of insecurity and anxiety and thus become more vulnerable. Self-confidence may be damaged with the consequent lowering of self-esteem. While they may not talk about what is happening to them their suffering is indicated through changes in mood and behaviour. It is therefore important to be alert to changes in behaviour to support early intervention.

- Talk to your child if you notice any ongoing mood or behaviour changes.
- Get the story – find out exactly what is/has happened
- Assure your child that they have done the right thing in reporting the bullying/harassment.
- Support your child to use assertive language, and seek help from school personal.
- Do not speak directly to the bullies or their parents.
- Contact the relevant Community or Wellbeing Leader
- With your child, check the website: www.bullyingnoway.com.au

PARENT DECLARATION:

I have read this information and agree to support the school in eradicating bullying and harassment.

Signed:

Printed Name:

Date:

STUDENT DECLARATION:

I have read this information and understand that the bullying and harassment of others is an unacceptable form of behaviour

Signed:

Printed Name:

Date:



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Respect – Trust - Commitment

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