

Anti-Bullying and Harrassment Policy



Policy Statement

Although the core Wantirna College value is one of respect, in talking within the community we emphasise the concept of kindness to ensure there is consistent interpretation and understanding. We are committed to providing a kind and caring culture that allows learning, personal growth and positive self esteem to develop in safe environment. The College aims to develop healthy and positive relationships where individual differences are respected. The College will not tolerate harassment or bullying in any form.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Bullying is repeated oppression, physical or psychological, of a less powerful person or group.

Bullying may be:

- **Verbal:** including name calling, teasing, racist remarks, sexist comments, put downs, etc
- **Non verbal:** such as obscene gestures or inappropriate acts
- **Physical:** including pushing, hitting tripping, hair pulling etc, or stealing, hiding or damaging belongings
- **Social:** such as alienating or ignoring someone or spreading rumours
- **Psychological:** where someone is made to feel threatened by dirty looks, staring, hiding or deliberately turning away etc
- **Sexual harassment:** such as sexist comments, comments about a person's sexuality or inappropriate acts

Cyber bullying consists of covert, psychological bullying, conveyed through the electronic mediums such as mobile phones, web logs and websites, online chat rooms, MUD rooms (multi user domains where users take on different characters) and Xangas (online personal profiles where some adolescents create list of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial sexual or homophobic, harassment) using the various mediums available.

including inappropriate text messaging, emails, chat rooms, gossip, using someone's image to upset etc

I. Guidelines

1.1 A College wide approach will be adopted to prevent bullying and will involve students, teachers, Sub-school teams and parents/guardians. Strategies will be implemented to inform and educate the College community and to respond to incidents of bullying.

2. Program

2.1 The Student Bullying Prevention Policy of the College will be widely promoted to students, staff, parents/guardians and the local community.

2.1.1 A summary of the Policy will be included in the Student Enrolment Package and staff induction package.

2.1.2 A whole school norming process based around the College values and concept of kindness will be undertaken at the beginning of each semester. As a part of this process student voice will be utilised to develop the Code of Cooperation for each year level.

2.1.3 The Wantirna College Values and the values wheel are provided to students every year and are on display in each classroom within the school.

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| <p>1.2 The sub school teams (Year Level Coordinators and Home Group teachers will be responsible for implementing College wide preventative programs from the commencement of each year.</p> | <p>2.2 All students will be educated as to what constitutes bullying and harassment. Written information regarding definitions and advice for responding will be made available to students throughout the year,</p> |
| | <p>2.2.2 During Home group, Home group teachers will regularly educate and discuss issues related to harassment and bullying with their students.</p> |
| | <p>2.2.3 Year Level Coordinators will work with Home group teachers to conduct bully elections to identify perpetrators and victims of bullying.</p> |
| | <p>2.2.4 Professional Learning will be provided for staff in relation developing preventative strategies to dealing with both perpetrators and victims of bullying and harassment.</p> |
| | <p>2.2.5 Sub school and year level assemblies will focus on developing a culture of kindness and respect.</p> |
| <p>1.3 Preventative programs will be developed and implemented through the school curriculum</p> | <p>2.3 Developing a culture of respect and kindness will be addressed through core and elective curriculum. Co curricular programs will be encouraged as a mechanism for promoting positive relationships.</p> |
| | <p>2.3.1 Anti-harassment/bullying units in Health and Human Relations and the Learning Mentor Program.</p> |
| | <p>2.3.2 e Smart guidelines will be implemented</p> |
| | <p>2.3.3 Programs that promote connections between the Middle and Later Years student such as Peer Support Program, Peer Mediation and Cross-Age tutoring will be strongly encouraged.</p> |
| | <p>2.3.4 The College will work to develop a strong sense of student voice through leadership programs.</p> |
| | <p>2.3.5 Programs offered by the broader community (e.g. Knox Council) will be accessed where appropriate.</p> |
| | <p>2.3.6 Learning Areas will be strongly encouraged to develop values based curriculum.</p> |
| | <p>2.3.7 The College will provide parents with information to assist them in developing preventative strategies to deal with bullying and cyber bullying, such as newsletter articles and parent information sessions.</p> |

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<p>1.4 A range of intervention strategies and procedures will be employed to respond to incidents of bullying.</p>	<p>2.4 Constructive strategies to deal with harassment and bullying will include education in coping strategies, assertiveness training, problem solving and social skills, counselling and behaviour modification. There will be a focus on restorative practice in dealing with students who harass and bully. Punitive consequences will be implemented on a case by case basis.</p>
	<p>2.4.1 The College will conduct a range of intervention strategies to deal with harassment and bullying including:</p> <ul style="list-style-type: none"> · The provision of clear complaint procedures for bullying. · The procedures to make anonymous complaints via bullying elections or digital reporting · The provision of counselling support through the Student Welfare Team to develop and encourage pro-social behaviours.
	<p>2.4.2 Parents of victims and perpetrators of ongoing and/or significant bullying will be informed of the issue and encouraged to work with the College in order to resolve the issue</p>
	<p>2.4.3 Where appropriate parents will be provided with support information regarding responding to issues of bullying.</p>
<p>1.5 All incidents and complaints of harassment and/or bullying will be treated seriously and where possible confidentiality will be maintained.</p>	<p>2.5 Year Level Coordinators will be provided with an implementation kit, with information on how to conduct interviews with bullies and victims and procedures for handling complaints of harassment.</p>
	<p>2.5.1 The Leader of Student Well Being and Engagement (Sub School) and the Year Level Coordinators in each sub school will work together to ensure the safety of all College members in situations of harassment or bullying, by investigating complaints, notifying parents/guardians and planning interventions.</p>
<p>1.6 Wantirna College will deal with issues of cyber bullying between students enrolled at the College. Support and advice will also be offered to Wantirna College students cyber bullied by individuals not linked with the College.</p>	<p>2.6 Wantirna College does not systematically monitor social media for instances of cyber bullying. Students are educated through digital citizenship courses on strategies to keep themselves safe online.</p>

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| 1.7 | The Student Wellbeing Team will act as a resource to the staff in their responses to harassment and bullying issues. | 2.6.1 | Students who are cyber bullied are strongly recommended to report it and provide evidence of the bullying including screen dumps, downloads etc. |
| | | 2.6.2 | Where the school believes there is a genuine and real threat to a student's physical safety a member of the Principal team or Leadership team will contact the police. In other instances students will be advised of their right to contact the police. |
| | | 2.7 | The Student Wellbeing Team will provide specialist resources such as books, videos, kits and in-service activities to assist staff in responding appropriately to harassment issues. The Student Welfare Team will also provide support and assistance for students, parents and guardians. This support may include advice in interviews and referrals to external agencies. |
| 1.8 | Disciplinary consequences for harassment and bullying will be consistent with the DEECD guidelines and Wantirna College Student Behavioural Engagement Policy. | 2.8 | The Leader of Student Engagement and Wellbeing (sub school) will be advised by the Year Level Coordinator as to the need for punitive consequences. Serious physical bullying will result in exclusion from school. |

POLICY DRAFTED BY:

Bruce Armstrong and the Welfare and Discipline Committee

DATE RATIFIED BY COLLEGE COUNCIL

14 November, 1996

MAJOR REVIEW BY:

David Tyson and the Student Services Team (August, 2000)

DATE RATIFIED BY COLLEGE COUNCIL

21 June, 2001

MAJOR REVIEW BY:

Welfare and Discipline Committee (Feb/Mar 2004)

DATE RATIFIED BY COLLEGE COUNCIL

16 September 2004

MAJOR REVIEW BY:

Catherine Ford and Shane Kruger 2012

DATE RATIFIED BY COLLEGE COUNCIL

November 2012

REVIEW BY:

Catherine Ford and Shane Kruger

DATE RATIFIED BY COLLEGE COUNCIL

25 March 2014