

ANTI BULLYING POLICY

Whyalla Special Education Centre seeks to provide a safe and secure environment for all students and staff.

All members of the Whyalla Special Education Centre school community have a right to a safe school environment; to work, learn and interact in an inclusive, supportive and ordered environment free from bullying, harassment and violence.

Interactions at the Whyalla Special Education Centre are based on:

- Respect for self
- Respect for others
- Respect for property
- Respect for the environment

The school community believes:

- That individuals must be respected and that each individual must be sensitive to the needs of the group
- That students must respect the rights of other students to learn and of the teachers to teach
- That students should be encouraged to develop the skills to manage their own behaviour and to take responsibility for their actions

Bullying is not one isolated incident. It is deliberate. Bullying can be verbal, physical and/or psychological. It results in a person feeling offended, humiliated or intimidated. It is the power of one individual or a group of individuals over another. Bullying can include remarks about:

- Disability
- Ethnic origin
- Sexuality
- Ability/skill
- Socio-economic standing
- Physical characteristics

Bullying is often subtle and can sometimes go undetected by adults unless it is reported. It is essential that all incidents of bullying be reported to the school as soon as possible.

Student responsibilities:

- Support the school in maintaining a safe and supportive environment by being respectful towards other students, staff and members of the school community
- Tell an adult at school if you are being bullied
- Tell an adult at school if you see bullying happening

Staff responsibilities

- Implement and review regularly the school's anti-bullying policy and involve staff, students and families in the review
- Survey regularly a random selection of students, parents and teachers, in line with the review schedule for the school's policy
- Provide to the Governing Council updates each term in relation to school bullying data and trends and any anti-bullying programs/initiatives in place or being considered and include the topic of bullying behaviour as a council meeting agenda item at least once per term
- Ensure that new staff, new students and their families are aware of the schools negotiated anti-bullying policy and the decision-making procedures open to them if they wish to influence school practice
- Manage the incidents of bullying in a way that is consistent with the DECD School Discipline Policy and 'on the same basis'.
- Ensure ongoing training and development of staff, induction of students and the provision of information to parents
- Manage a whole-school-change approach to ensure the Keeping Safe child protection curriculum is implemented in all year levels
- Ensure that all parents have access to the school's anti-bullying policy, the DECD *Bullying and harassment at school: Advice for parents and caregivers* leaflet, and information about the Keeping Safe child protection curriculum and related documents.
- Ensure families are aware of their rights to advocacy and of avenues open to them should they have grievances relating to the school's management of an incident of bullying.
- Develop and foster positive relationships with students and families
- Communicate and interact effectively with students and engage in cooperative problem-solving relationships to address issues of bullying
- Critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully
- Establish, maintain, make explicit and model the school's expectations relating to bullying
- Participate in training and development related to decreasing bullying in schools
- Support students to be effective bystanders.
- Be alert and proactive and support students that are nonverbal or do not understand that they are being bullied
- Teach students about the impact of bullying and give them a range of strategies to use if bullying occurs

Family responsibilities:

- Families will support the school in maintaining a safe and supportive environment by keeping school informed of concerns about behaviour, their children's health issues or other matters of relevance
- Communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise
- Follow up on concerns and, if necessary, contact the Education Office/Parent Complaints if the concerns are not resolved following intervention by the principal.

Check the DECD intranet site for the DECD bullying and harassment policies and guidelines.

Other policy links are:

Whyalla Special Education Centre – Child Protection Policy

Whyalla Special Education Centre – Personal Digital Devices Policy

Whyalla Special Education Centre – Grievance Procedures

All incidences of bullying, harassment, violence must be documented and recorded accurately, appropriately and timely. ED155's are used to record incidences of bullying, harassment and violence.

DEFINITIONS:

Bullying is behaviour that:

- Is directed towards a person or a group, with the intention to victimise, humiliate, undermine or threaten those being targeted
- Creates a risk to health or safety

Cyber-bullying is behaviour that:

- Uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies – such as e-mail, chat room, discussion groups, instant messaging, web pages or SMS (text messaging) – with the intention of harming another person

Harassment is behaviour 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

Violence is:

- The intentional use of power (threatened or actual) against another person that results in psychological harm, injury or in some cases death. Violence may be a single incident, a random act, or it can occur over time. This may constitute assault which is a police matter

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