

# **Anti-bullying and Harassment Policy**

**Wirreanda Secondary School**



# Wirreanda Secondary School Anti-Bullying and Harassment Policy (2021)

All members of Wirreanda Secondary School have the right to be included and to be respected by others, the right to learn or to be taught, and the right to feel safe and secure in their school environment. We recognise that, at times, conflict may occur between people within our school community. It is expected that such situations are resolved through positive and respectful communication and actions.

## Definition of Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflicts or fights between equals, whether in person or online, are not defined as bullying.

*National definition of bullying, Education Council (2018)*

## Definition of Harassment

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

It offends, humiliates, intimidates or creates a hostile environment. It may be;

- An ongoing pattern of behaviour or a single act
- Directed randomly or towards the same person(s)
- Intentional or unintentional

*Definition from the Student Wellbeing Hub 2020*

There are many forms of Bullying and Harassment. A list of 'Types of bullying and harassment' can be found in [Index 1.](#)

What is not bullying:

- Single episodes of social rejection or dislike
- Single episodes or acts of nastiness or spite
- Random acts of aggression or intimidation
- Mutual arguments, disagreement or fights

These actions can cause great distress. However, they do not fit the definition of bullying and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

## Reporting Bullying and Harassment:

Wirreanda Secondary School takes all reports of people feeling unsafe, harassed, or bullied in our community seriously. We understand the immediate and long-term effects it can have on the social, emotional, and physical wellbeing of our students. We also understand the impact the behaviour has on attendance and learning outcomes for victims of bullying and harassment.

If you are the victim or witness (bystander) of bullying, the following steps should be followed to address the behaviour.

### Step 1: Speak up

Address the behaviour with the person you are having conflict with if you feel confident, comfortable and safe doing so.

### Step 2: Preparing to report

Report the behaviour to a trusted adult. Before reporting the behaviour make sure you have as much information as possible to support the follow up of the incident/s, including:

- Who was involved?
- Where did the incidents take place?
- When did they take place?
- How often has it occurred?
- What was said/what actions were made?
- Is there evidence that can support what you are saying?
- Are there other people who saw the incident or who were involved who can provide extra information?

Reporting can occur through a variety of modes:

- Speak with your homegroup teacher, who can support you to fill in a [Student Issue Report](#). This can be found on the student portal.
- Report to a subject teacher or teacher at the school that you trust.
- Make a time to speak with your House Leader or Learner Wellbeing Leader.
- Report it to a parent or caregiver and they can contact the school on your behalf.

### Step 3: Intervention

Strategies to intervene can include; counselling, restorative conversations, and behaviour agreements. Parental support and communication with the school and young person in a proactive and supportive manner is essential. Information on the outcomes of specific students involved in follow up of reports are confidential. All students involved in harassment and/or bullying will be dealt with in line with the Department for Education Behaviour Support Policy and Suspension, Exclusion, and Expulsion Policy.

### Step 4: Continue to report.

At Wirreanda Secondary school, we will support students with behaviours that are reported to us. Sometimes initial intervention can be successful in changing behaviour, however there are occasions where continual and escalated intervention is required to impact change. If bullying continues after the first referral, it is important that you continue to make reports.



## Addressing the impact of bullying

At Wirreanda Secondary School we have a number of strategies to support students who have been impacted by bullying and harassment behaviours. These include;

**Peer Mentors:** Students who are part of our student leadership team, and who have been trained to support students who are struggling to feel comfortable in our community.

**Homegroup Teachers:** These are key people for the connection between school and home. Contacting homegroup teachers will be a proactive first step for raising concerns and seeking support.

**Learner Wellbeing Leaders:** The role of these leaders is to implement proactive strategies for supporting the wellbeing of all students in our community. They can assist with mental health interventions, positive behaviour plans, and support with restorative conversations.

**House Leaders:** The role of these leaders is to support all students in their House group. They will follow up behaviour and be involved in restorative conversations.

**Placement Counsellors:** Students at Wirreanda Secondary School have the opportunity to connect with a counsellor to support students impacted by bullying.

**Psychologist:** Students with a Mental Health Care Plan are able to connect with a psychologist on-site in our Learner Wellbeing Centre. This is a bulk bill service and is free for students through Medicare.

## Our approach to intervention: How we are addressing bullying

We work in partnership with parents and our wider school community to address bullying and harassment. *Figure 2* outlines the powerful impact that can be made when school, parents, and community work together to address bullying.

Please click on the link to access the Department for Education advice for parents and caregivers on bullying and harassment in school:

[Department for Education Bullying and Harassment advice for parents.](#)

## Support and resources for bullying and on-line incidents

[Kids Helpline](#)

[E-Safety Commissioner](#) (Cyber Bullying and Harassment)

[Bullying No Way](#)

[Headspace](#)

[Reach Out](#)

[Department for Education- Bullying Prevention Strategy; A Community Based Approach](#)

**Department for Education: Child and Youth Parent Helpline: 1300 364 100**

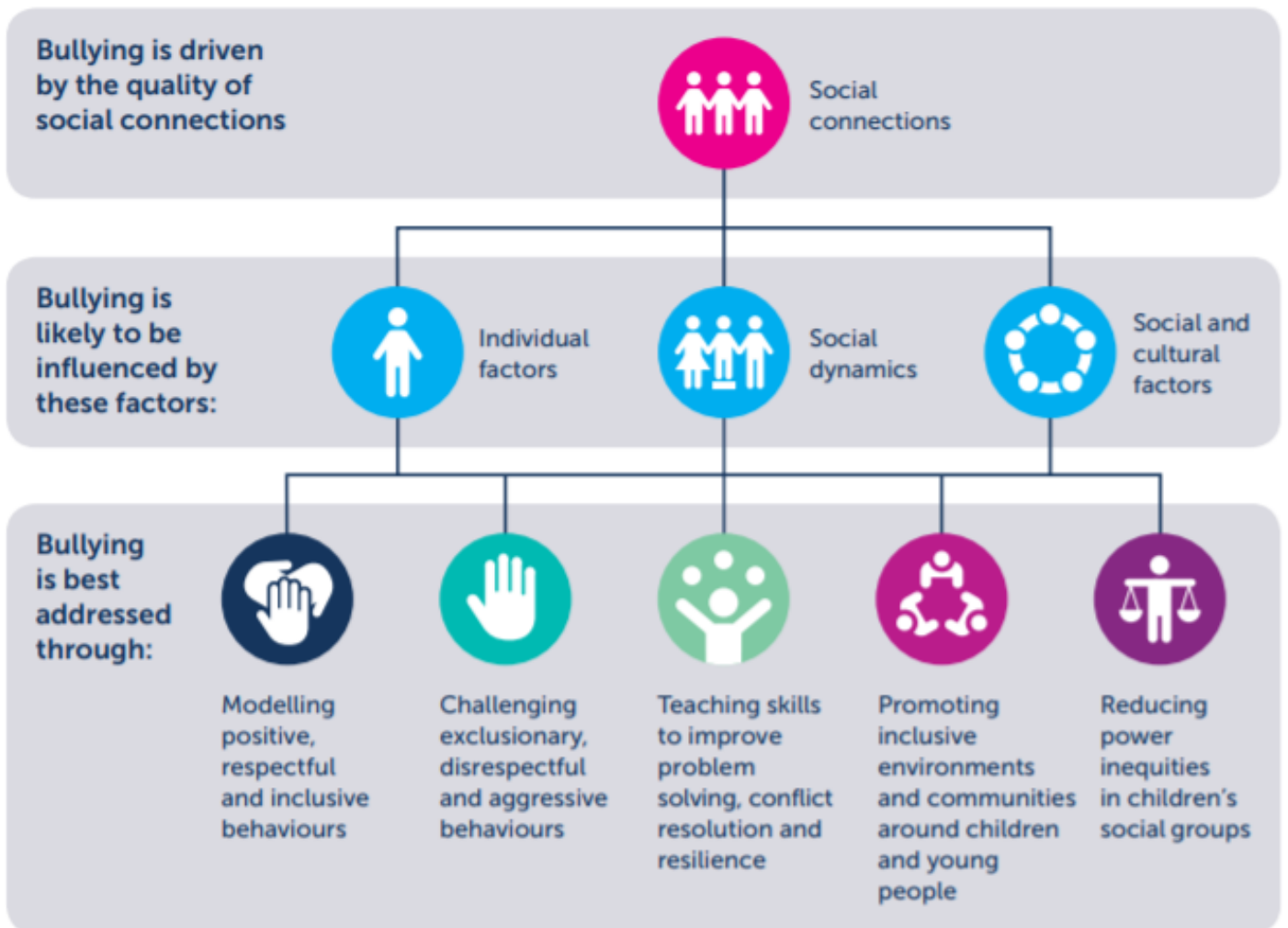
**Parent Helpline: 1300 364 100**

## Index 1:

### Types of Bullying and Harassment

Type	Definition
<i>Physical bullying</i>	Causing physical harm: e.g. punching, kicking, fighting, damaging property, invading someone's personal space.
<i>Verbal bullying</i>	Name-calling, teasing, spreading rumours, demeaning someone, swearing, using offensive language.
<i>Exclusion or social bullying</i>	Leaving a person or group out of social or group activities.
<i>Cyber bullying</i>	Bullying which uses e-technology as a means of victimising others.
<i>Sexting</i>	Sending sexually explicit messages or photographs via electronic devices, which may lead to public humiliation.
<i>Victimisation</i>	Standover tactics, extortion, picking on others and repeated exclusion.
<i>Racial bullying</i>	Bullying which targets a person's race or religion.
<i>Sexual bullying</i>	Touching or brushing up against another person in a sexual manner, using rude names, or commenting inappropriately

## South Australian Bullying Prevention Explanatory Model



CONNECTED A COMMUNITY APPROACH TO BULLYING PREVENTION WITHIN THE SCHOOL GATES AND BEYOND, 2018, Department for Education South Australia