

Kyogle High School

Here to Learn, Here to Lead

Anti Harassment; Anti Bullying Policy



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Policy Development

This document has been compiled by:
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In consultation with the executive and staff at Kyogle High School

and

Department of Education policy

Anti-Harassment ; Anti-Bullying Policy

Statement of Purpose

To prepare our students for life and work by ensuring a caring environment where quality learning is valued by all.

We want to develop individuals who are:-

Learning Platform		Values Platform
Literate and numerate		Being honest and trustworthy
Independent and organised		Doing their personal best
Creative and critical thinkers		Valuing themselves and others
Effective communicators		Taking ownership for all actions
Capable and innovative with technology		Can work together
Environmentally, socially and culturally aware		Taking an active part in school and community
		Showing kindness and compassion to self and others
		Treating people equally and without prejudice and injustice
		Supporting the rights, freedoms and responsibilities of our Australian communities

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General Policy

Rationale

Every student has a right to come to school and feel safe and respected. Bullying or harassment can be defined as intentional or repeated behaviour by an individual or a group of individuals that causes distress, hurt or undue pressure. It can involve all forms of harassment (including race, sex, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying behaviour can be:

- **Verbal** e.g name calling, teasing, abuse, humiliation, sarcasm, insults, threats
- **Physical** e.g hitting, punching, kicking, scratching, tripping, pushing etc
- **Social** e.g ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological e.g** spreading rumours, glaring, hiding or damaging possessions, ganging up, malicious sms, email or internet messages, inappropriate use of camera and phone footage

It is wrong for an individual to stand by and accept any form of harassment or bullying. It is an individual's right to attend school and feel safe and respected. It is an individual's right to tell someone if harassment or bullying is occurring. They can tell a staff member or lodge a note in the box outside the Deputy Principal's office. Telling students to ignore the behaviour is not often a way to resolve the problem.

Expectations of staff, students and parents

All staff have a duty of care to ensure the safety and well-being of students. All staff will have bullying notification sheets and are responsible for filling these out with/without the students.

All sections of the Kyogle High School community have a role to play in preventing bullying. Students, teachers and parents/carers need to know what they are expected to do if they are aware of bullying. They need to know they will be supported if they are being bullied.

At KHS students are encouraged to seek assistance from trusted adults (teachers, support staff, parents, friend). All staff will assist students to find a way to support and resolve issues of harassment and bullying.

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Consequences of Bullying Behaviour

There are three explicit steps to address harassment or bullying at Kyogle High School.

1. As soon as an incident of harassment or bullying has occurred, students are interviewed. Their statements are recorded. A formal caution is recorded on RISC. A letter will be sent home to both families outlining the incident by the Deputy Principal or executive member. At this point the issue may be resolved by mediation.
2. If a second incident of harassment or bullying occurs within ten weeks, not necessarily to the same victim, a caution of suspension may occur and a letter sent home by the Deputy Principal. Counselling and mediation may occur. Parental involvement may be requested.
3. If a third incident occurs before a further ten weeks elapses, the offending student may be suspended for aggressive behaviour. The suspension may be up to four days. In the event, that the incident is of a more serious nature, a long suspension may occur and police may be involved.