

ANTI –HARRASSMENT ANTI-BULLYING

RATIONALE:

At Echuca College harassment in any form is unacceptable and illegal, any incident warrants complaint and remedial action. As educators, we have a responsibility to provide teaching and learning environments that are free from harassment/bullying, and encourage students to develop attitudes and skills that discourage, challenge and report harassment/bullying in all forms.

The College will provide a positive culture where harassment/bullying are not accepted, and in so doing, all staff and students will have the right to expect respect from others, the right to learn or to teach, and a right to feel safe and secure in their College environment. This positive culture is supported by our student Wellbeing structure.

AIMS:

- To provide all members of the College community with a safe and caring environment in which to live, work, learn and play.
- To promote and support safe and respectful learning environments where bullying is not tolerated.
- To reinforce within the College community what bullying is, and that it is unacceptable behaviour.
- To encourage everyone within the College community to be alert to signs and evidence of bullying and harassment and to have a responsibility to report it whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

COLLEGE PROTOCOL:

- Criminal sexual harassment will be immediately reported to the Police.
- Verbal, physical, sexual or racial harassment of students by students will attract consequences consistent with the Student Code of Conduct.
- Verbal, physical, sexual or racial harassment of students by staff members should be reported to the Principal immediately, who will refer to the appropriate agencies.
- Verbal, physical, sexual or racial harassment of Staff members by parents or students must be reported to the Principal immediately.
- Verbal, physical, sexual or racial harassment of Staff members by staff members or School Council employees must be reported to the Principal immediately.
- All claims of harassment/bullying will be treated confidentially, documented and promptly and constructively addressed.
- The rights and sensitivities of all individuals will be protected.
- The College encourages students, through the Health Education units and some extra-curricula activities, to develop attitudes and skills to discourage, challenge, counter-act and report all forms of harassment/bullying.

REPORTING PROCEDURES:

- All students are encouraged to report harassment/bullying to someone they can trust.
- Staff should report harassment/bullying to the Year Level Coordinator, Leading Teacher, Assistant Principal or Principal.
- Every effort will be made to respect requests for anonymity, but if the matter is referred to the Police then their procedures take precedence.
- Harassment/bullying matters can be handled by staff within normal disciplinary processes.

WHERE HARASSMENT/BULLYING IS ESTABLISHED:

- A range of sanctions could be imposed on the offending student.
- Parents/guardians of the offending student and victim will be notified.
- With the agreement of parents/guardians, counselling may be organised for offender and/or victim.
- In some situations the matter may be referred to the Victorian Police.
- A copy of the Incident Report will be kept in the harassment file.

ENVIRONMENTAL IMPLEMENTATION PRACTICES:

- Staff, students and members of the College community will be familiar with the College's approach to harassment/bullying and will be provided with information relating to rights and responsibilities.
- All staff will be made aware of the legislative requirements relating to harassment.
- All staff will complete DE&T online Workplace Discrimination & Sexual Harassment training.
- Professional development relating to harassment will be provided for all staff.
- Staff will model and practice appropriate good citizenship behaviour.
- Staff members will not allow themselves or colleagues to be subjected to harassment from parents or students – all such issues must be immediately reported to the Principal/Assistant Principal.

DEFINITION

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

This table describes the categories of bullying.

Category	Includes
Direct physical bullying	<ul style="list-style-type: none"> hitting, kicking, tripping, pinching and pushing or damaging property
Direct verbal bullying	<ul style="list-style-type: none"> name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
Indirect bullying	<ul style="list-style-type: none"> action designed to harm someone's social reputation and/or cause humiliation. <p>Indirect bullying includes:</p> <ul style="list-style-type: none"> lying and spreading rumours playing nasty jokes to embarrass and humiliate mimicking encouraging others to socially exclude someone damaging someone's social reputation or social acceptance
Cyberbullying	<ul style="list-style-type: none"> direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Note: Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

Mutual conflict: involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike: is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts: of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

EVALUATION:

This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the College's strategic planning and review processes.

This policy was last ratified by College Council on:

30th April 2015