

INTRODUCTION

All staff members of Bairnsdale Secondary College community are responsible for supporting the safety, participation, wellbeing and empowerment of children. Our College values of *Respect, Responsibility and Resilience* provide a strong foundation for this policy.

All members of our College community, regardless of their gender, sexual orientation, appearance, religious, social or racial background are entitled to a safe, secure and caring work and learning environment.

Bairnsdale Secondary College is committed to providing a safe and respectful learning environment where bullying will not be tolerated.

AIM

The purpose of this policy is to:

- explain the definition of bullying so that there is shared understanding amongst all members of the College community
- make clear that no form of bullying at Bairnsdale Secondary College will be tolerated
- outline the strategies and programs in place at Bairnsdale Secondary College to build a positive school culture and prevent bullying behaviour
- ask that everyone in our school community be alert to signs and evidence of bullying behaviour, and accept responsibility to report bullying behaviour to school staff
- ensure that all reported incidents of bullying are appropriately investigated and addressed
- ensure that support is provided to students who may be affected by bullying behaviour (including targets, bystanders and students engaging in bullying behaviour)
- seek parental and peer group support in addressing and preventing bullying behaviour at Bairnsdale Secondary College.

When responding to bullying behaviour, Bairnsdale Secondary College aims to:

- be proportionate, consistent and responsive
- find a constructive solution for everyone
- stop the bullying from reoccurring
- restore the relationships between the students involved.

Bairnsdale Secondary College acknowledges that school staff owe a duty of care to students to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

SCOPE

This policy addresses how Bairnsdale Secondary College aims to prevent, address and respond to student bullying behaviour. The College recognises that there are many other types of inappropriate student behaviours that do not meet the definition of bullying which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with our School Wide Positive Behaviour System, the *BSC Student Wellbeing and the BSC Engagement Policy* and *Inclusion and Diversity policy*.

This policy applies to all school activities, including camps and excursions.

This policy is freely available for all members of the College community via our website.

DEFINITIONS

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

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. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

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 conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a deliberate misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

Bullying can be:

1. *direct* physical bullying (e.g. hitting, tripping, and pushing or damaging property).
2. *direct* verbal bullying (e.g. name calling, insults, homophobic or racist remarks, verbal abuse).
3. *indirect* bullying (e.g. spreading rumours, playing nasty jokes to embarrass or humiliate, mimicking, encouraging others to socially exclude a person or damaging a person's social reputation or social acceptance).
4. *Cyberbullying* is direct or indirect bullying behaviours using digital technology (e.g. via a mobile device, computers, chat rooms, email, social media). It can be verbal, written and include images, video and/or audio.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff. Our College will follow our School Wide Positive Behaviour System guidelines, the *BSC Student Wellbeing and the BSC Engagement Policy* and *BSC Inclusion and Diversity policy*.

1. *Mutual conflict* involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
2. *Social rejection or dislike* is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

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3. *Single-episode acts* of nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. The College will use its *BSC Student Wellbeing and Engagement Policy* to guide a response to single episodes of nastiness or physical aggression.
4. *Harassment* is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment. Further information about these two forms of harassment, including definitions, is set out in our *Inclusion and Diversity Policy*. Harassment of any kind will not be tolerated at the College and may have serious consequences for students engaging in this behaviour. The College will use its *Student Wellbeing and Engagement Policy* to guide a response to students demonstrating harassing behaviour, unless the behaviour also constitutes bullying, in which case the behaviour will be managed in accordance with this Bullying Prevention Policy.

POLICY

Bairnsdale Secondary College has a number of programs and strategies in place to build a positive and inclusive school culture. We strive to foster a school culture that prevents bullying behaviour by modelling and encouraging behaviour that demonstrates acceptance, kindness and respect.

Bullying prevention at the College is proactive and is supported by research that indicates that a whole school, multifaceted approach is the most effect way to prevent and address bullying. At our school:

- we have a positive school environment that provides safety, security and support for students and promotes positive relationships and wellbeing
- we strive to build strong partnerships between the school, families and the broader community that means all members work together to ensure the safety of students
- teachers incorporate classroom management strategies that discourage bullying and promote positive behaviour
- a range of year level programs are planned for each year to raise awareness about bullying and its impacts
- in the classroom, our social and emotional learning curriculum teaches students what constitutes bullying and how to respond to bullying behaviour assertively. This promotes resilience, assertiveness, conflict resolution and problem solving
- students are encouraged to look out for each other and to talk to teachers and older peers about any bullying they have experienced or witnessed
- we participate in the National Day of Action against Bullying and Violence.

For further information about our engagement and wellbeing initiatives, please see our *BSC Student Wellbeing and Engagement Policy*.

INCIDENT RESPONSE

Reporting concerns to Bairnsdale Secondary College

Bullying complaints will be taken seriously and responded to sensitively at our school.

Students who may be experiencing bullying behaviour, or students who have witnessed bullying behaviour, are encouraged to report their concerns to school staff as soon as possible.

Our ability to effectively reduce and eliminate bullying behaviour is greatly affected by students and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by the College are timely and appropriate in the circumstances.

We encourage students to speak to a Hub Coordinator or Leader if they experience or witness bullying. However, students are welcome to discuss their concerns with a trusted staff member including teachers or Wellbeing staff.

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Parents or carers who develop concerns that their child is involved in or has witnessed bullying behaviour at the College should contact the appropriate Learning Hub.

Investigations

When notified of alleged bullying behaviour, school staff are required to:

1. record the details of the allegations on Compass and
2. inform a Year Level Coordinator, Assistant Principal or Principal.

The Hub Leader or Coordinator is responsible for investigating allegations of bullying in a timely and sensitive manner. To appropriately investigate an allegation of bullying, the Hub Leader or Coordinator may:

- speak to the those involved in the allegations, including the target/s, the students allegedly engaging in bullying behaviour/s and any witnesses to the incidents
- speak to the parents of the students involved
- speak to the teachers of the students involved
- take detailed notes of all discussions for future reference
- obtain written statements from all or any of the above.

All communications with the Hub Leader or Coordinator in the course of investigating an allegation of bullying will be managed sensitively. Investigations will be completed as quickly as possible to allow for the behaviours to be addressed in a timely manner.

The objective of completing a thorough investigation into the circumstances of alleged bullying behaviour is to determine the nature of the conduct and the students involved. A thorough understanding of the alleged bullying will inform staff about how to most effectively implement an appropriate response to that behaviour. Serious bullying, including serious cyberbullying, is a criminal offence and may be referred to Victoria Police. For more information, see: *Brodie's Law*.

Responses to bullying behaviours

When the Hub Leader or Coordinator has sufficient information to understand the circumstances of the alleged bullying and the students involved, a number of strategies may be implemented to address the behaviour and support affected students in consultation with the Principal, Assistant Principal, Student Wellbeing Team, teacher, SSS, Department of Education and other staff as required.

There are a number of factors that will be considered when determining the most appropriate response to the behaviour. When making a decision about how to respond to bullying behaviour, the College will consider:

- the age and maturity of the students involved
- the severity and frequency of the bullying, and the impact it has had on the target student
- whether the student/s engaging in bullying behaviour have displayed similar behaviour before
- whether the bullying took place in a group or one-to-one context
- whether the students engaging in bullying behaviour demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour, including any element of provocation.

The Principal may implement all, or some of the following responses to bullying behaviours:

- Offer counselling support to the target student or students, including referral to the Student Wellbeing Team
- Offer counselling support to the students engaging in bullying behaviour, including referral to the Student Wellbeing Team, SSS or the external provider.
- Offer counselling support to affected students, including witnesses and/or friends of the target student, including referral to the Student Wellbeing Team, SSS or an external provider.

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- Facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied.
- Facilitate mediation between some/all students involved to help to encourage students to take responsibility for their behaviour and explore underlying reasons for conflict or grievance. Mediation is only suitable if all students are involved voluntarily and demonstrate willingness to engage in the mediation process.
- Facilitate a process using the Support Group Method, involving the target student(s), the students engaging in bullying behaviour and a group of students who are likely to be supportive of the target(s).
- Implement a Method of Shared Concern process with all students involved in the bullying.
- Facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- Prepare Individual Management Plan restricting contact between target and students engaging in bullying behaviour.
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved.
- Monitor behaviour of students involved for an appropriate time and take follow up action if necessary.
- Implement year group targeted strategies to reinforce positive behaviours, for example.
- Implement disciplinary consequences for the students engaging in bullying behaviour, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

Bairnsdale Secondary College understands the importance of monitoring and following up on the progress of students who have been involved in or affected by bullying behaviour. Where appropriate, school staff will also endeavour to provide parents and carers with updates on the management of bullying incidents.

Hub Staff who investigate incidents are responsible for maintaining up to date records of the investigation of and responses to bullying behaviour.

The College collects data about bullying and other student wellbeing and engagement information through:

- discussion and consultation with students and parent/carers
- student bullying surveys including the Bully Stoppers Data Collection tool
- assessment of other school-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented
- Student Attitudes to School Survey, Staff Opinion Survey and Parent Opinion Survey.

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- Bully Stoppers
- Kids Helpline
- Lifeline
- Bullying. No way!
- Student Wellbeing Hub
- Office of the eSafety Commissioner
- Australian Student Wellbeing Framework.

RELATED DOCUMENTS / KEY REFERENCES

Bairnsdale Secondary College:

- Student Wellbeing and Engagement Policy
- Child Safe Environment Policy
- Duty of Care Policy
- Inclusion and Diversity Policy
- Mandatory Reporting Policy.

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