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Bullying of Students – Prevention and Response Policy

Purpose

This policy sets out Mt Hira College's position on student bullying and the requirements for preventing and responding to student bullying, including online bullying.

Scope

- This policy applies to all student bullying behaviour, including online (cyber) bullying, and applies outside of school hours and off school premises where students have been involved and there is a clear and close connection to the school.
- This policy relates to student bullying only. The Discrimination, Bullying & Harassment Policy applies to staff bullying. When bullying involves a student and staff member, both policies apply.

Policy Statement

1. The College rejects all forms of bullying behaviour including online (or cyber) bullying.
2. The College works to provide a safe, inclusive, and respectful learning community that promotes student wellbeing.
3. The College's Student Code of Conduct requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our school.
4. Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.

5. Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property or stalking.
6. Preventing and responding to bullying is the shared responsibility of all College staff, volunteers, and contracted staff employed by the College, and students, parents and carers.
7. Teachers and other College staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour.
8. Reports of student bullying can be made to any staff member at the College. A teacher or school leadership member (such as the Principal, Vice Principal, Head of Sub-School, Head of Wellbeing) at the College will address the reported bullying in a timely manner.
9. If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the College Principal (or delegate) for resolution.

Responsibilities & Delegations

WHAT YOU CAN DO ABOUT BULLYING

- Tell the person(s) involved to stop
- Ask other people to stop, if you observe them bullying someone
- If you are being bullied, or someone you know is being bullied, report it

YOU CAN REPORT IT TO:

- friend(s)
- parent(s)/caregiver(s)
- teacher(s)
- counsellor
- school leadership member (such as the Principal, Vice Principal, Head of Sub-School, Head of Wellbeing)

WHEN TO REPORT

Report bullying as soon as it happens.

Do not ignore it, it may get worse.

HOW WE RESPOND TO REPORTED INCIDENTS OF BULLYING

- We will listen and talk to the person who is being bullied and to the person(s) doing the bullying.
- We will put negotiated consequences in place for the person who has been bullying others. These may include a formal warning, contact with parents/carers, external suspension and / or exclusion and mediation processes.

These steps may change depending on the circumstance – each person and incident is different.

PREVENTION STRATEGIES

- We use our positive school values to foster an environment of respect
- We use curriculum through our Form Class program and Health curriculum to teach students about respectful relationships
- Our school fosters a caring environment where students are treated as individuals
- We aim to teach students about violence prevention, conflict resolution, anger management and problem solving
- We develop policies to promote student safety
- We value and celebrate diversity

INTERVENTION STRATEGIES INCLUDE:

- Counselling for those bullied and bullying
- Contacting parents/carers to discuss strategies
- Consequences for bullies (including suspension for cyber bullying that occurs outside the school)

POST-INTERVENTION STRATEGIES INCLUDE:

- Monitoring those bullied to ensure their continued safety and wellbeing
- Checking that the bullying has stopped

This policy will be reviewed as part of the College's 2-year review cycle.