



Bullying Prevention and Management Policy

This policy is applicable to: Staff, students and parents

Managed by:	CompliSpace	Current as at: March 2018
Contact position:	Risk and Compliance Officer	
Contact number:	9298 9100	



Bullying Prevention and Management

Policy Statement

Helena College aims to be a safe, supportive and respectful teaching and learning community that promotes student and staff wellbeing. Helena College rejects all forms of bullying. No student, staff member, parent, caregiver or community member should experience bullying within the learning or working environments of the College

Guiding Principles

The College:

- affirms the rights of all members of the College community to feel safe and be safe at school
- acknowledges that being safe and supported at school is essential for student wellbeing and effective learning
- accepts responsibility for developing and sustaining safe and supportive learning and teaching communities, that also fulfil the College's child protection responsibilities
- encourages the active participation of all College community members in developing and maintaining a safe school community where diversity is valued
- actively supports students to develop understanding and skills to keep themselves and others safe
- commits to developing a safe school community through a whole-school and evidence-based approaches to bullying prevention and management.

Applicability

The policy applies to all student bullying behaviour, including cyber bullying, that occurs in and off College premises and outside of school hours where there is a clear and close relationship between the College and the conduct of the student.

Context

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyber bullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

The College exists in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all College staff, students, parents/guardians and members of the wider College community.

All members of the College community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

What is bullying?

Other forms of conflict, including teasing and fighting amongst peers are not necessarily bullying. These may represent the normal dynamics of a particular friendship and children need to have the skills to deal with these situations.

Conflict between students of roughly equal physical strength and/or social status may require implementation of the College's Behaviour Management Guidelines.



Bullying takes many forms, but can be best categorised under the following headings:

Emotional Bullying:

- being excluded from group conversations and activities
- making up or spreading rumours to facilitate dislike for someone
- being ignored repeatedly
- purposeful misleading or being lied to
- making stories up to get others into trouble

Physical Bullying

- deliberately bumping, pulling, shoving or tripping someone repeatedly
- throwing objects with the intent to hurt, annoy or upset someone
- hitting, punching, slapping, pinching someone again and again
- repeatedly touching someone who doesn't want to be touched

Threatening

- Making someone afraid that they are going to be hurt
- Pressuring someone to do things they don't want to do
- Aggressive gestures or looks that make someone feel afraid
- Forcing students to do hurtful or embarrassing things
- Forcing someone to give you money, food or belongings

Verbal Bullying

- Calling people names or offensive nicknames
- Making racial comments about someone and/or their family
- Rude comments or jokes about someone's religion
- Teasing someone or being sarcastic in a way that is hurtful and upsetting
- Comments about the way someone may look or behave that are hurtful

Property Abuse

- Using power to steal money
- Interfering with someone's belongings
- Damaging other personal items
- Repeatedly hiding someone's possessions

Cyber Bullying

- Sending threatening or derogatory messages
- Forwarding a confidential email on to several other people
- Ganging up on a student and bombarding him/her with emails
- Setting up a derogatory web site dedicated to a targeted student and inviting others to comment
- Participants in a chat room saying derogatory comments about or excluding someone

Bystanders to Bullying

A bystander is someone who sees the bullying or knows that it is happening to someone else.

Bystanders can be identified as:

- Supporters – support the person engaged in the bullying by helping or encouraging the person bullying.
- Spectators – Gather or deliberately stay to watch the incident (out of concern or for enjoyment).
- Witnesses – Are aware that the incident is occurring (knows about the bullying or sees it from the distance)

Within each group there may be potential victims who are afraid they may be bullied next and this may influence their decision-making.

Responsibilities and Delegations

Responsibilities and Delegations for prevention and management of bullying can be found in the **Bullying Prevention & Management: Responsibilities and Delegations Policy**.



Bullying Prevention and Management Plan

Please refer to our **Bullying Prevention and Management Plan** for specific procedures.

Bullying: Shared Understandings and responsibilities

For a summary of our approach, please refer to our **Bullying: Shared Understanding and Responsibilities**.