

Anti-Bullying and Harassment Policy



Author		Approved		
<i>Name</i>	Jason Schutt			
<i>Position</i>	Assistant Principal			
Document No.	Effective Date	Version Date	Version No.	Cancels Version
ABH.001	01/07/2014	8/12/2021	0003	N/A

Purpose

Respect is one of the three school values at Norwood Morialta High School. We require all members of our community to interact respectfully, displaying care and empathy for others. Our school does not tolerate any form of bullying and harassment and all reports will be taken seriously and dealt with in line with our Respectful Behaviour Policy. The purpose of this policy is to promote a safe and inclusive environment for learning and to provide a clear process and procedure for addressing bullying and harassing behaviours that may threaten the safety of students and staff. This policy is supported by proactive educational programs delivered from year 7 to 12, to support our students in engaging positively with others and to develop strategies in responding to bullying and harassment.

Definitions

Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes, or 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.

The three main features of bullying are:

The misuse of power in a relationship. It is ongoing and repeated. It involves behaviour that cause harm.

Types and examples of bullying:

<p>Physical which may include:</p> <ul style="list-style-type: none"> · hitting · kicking · tripping · pinching · pushing · damaging or stealing belongings 	<p>Verbal which may include:</p> <ul style="list-style-type: none"> · name calling · insults · taunting · intimidation · threats · sarcastic remarks · put-downs 	<p>Social which may include:</p> <ul style="list-style-type: none"> · social exclusion · lying · spreading rumours · unkind facial expressions, looks or body language · playing jokes to embarrass and humiliate
--	--	---

Cyberbullying

Cyberbullying is bullying behaviour which is done online.

Any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Verbal and social bullying can be cyberbullying when it occurs online. Cyberbullying often occurs in addition to face-to-face bullying.

Cyberbullying includes:

- manipulation of peer group
- nasty online gossip and rumours
- leaving people out and humiliating others
- creating digital content that mock others or starting social exclusion campaigns on social network sites
- publishing someone's personal or embarrassing information online
- forcing, threatening or being manipulative to obtain nude or nearly nude photos
- non-consensual sharing of nude or nearly nude images
- inappropriate image tagging
- making demands or giving harmful instructions
- sending abusive messages, hurtful photos or videos
- altering images to create hurtful memes or fake images of someone
- creating fake accounts in someone's name to trick and humiliate them

Harassment

Harassment is negative behaviour that targets an individual or group. Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment, disability, racial harassment

An individual (or group) may be targeted because of their:

Ability or Disability	Race	Sexual Orientation	Economic Status	Identity
Gender Identity	Religion	Culture of Ethnic Origin	Physical Characteristics	Age

Harassment behaviour offends, humiliates, intimidates and creates an unsafe environment.

Discrimination

Discrimination happens when people are treated differently (less favourably) to others. Discrimination can disadvantage some people because of their background or personal characteristics.

People can experience discrimination based on their:

Ability or Disability	Race	Sexual Orientation	Economic Status	Identity
Gender Identity	Religion	Culture of Ethnic Origin	Physical Characteristics	Age

Violence

Violence is the intentional use of physical force or power against another person.

Violence can be threatened or actual.

By-stander

Is defined as persons who are present at an event or incident but do not take active part.

This could include witnessing an event but not taking measures to intervene or report the incident.

Upstander

a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

Responsibilities

Students:

- Are respectful towards other students, staff and members of the school community.
- Follow school procedures to resolve and report bullying and harassment.
- Learn to be an effective upstander so that bullying and harassment are discouraged through the influence of peers.
- Use electronic devices and social media appropriately and respectfully.

Responsibilities of staff:

- Develop, model, and maintain positive classroom practices and positive relationships with students.
- Participate in developing, implementing, and reviewing the school's Anti-Bullying and Harassment policy.
- Establish, model, and make explicit the school's expectations regarding bullying and harassment.
- Support students to be effective upstanders.
- Educate students about the appropriate use of electronic devices and social media.
- Create and maintain appropriate levels of documentation when managing incidents of bullying and harassment.

- School Leaders will respond to all serious reports of bullying and harassment. This is to ensure they are aware of all incidents of bullying and harassment and can provide the most appropriate personalised support and interventions to each incident.

Responsibilities of Parents

- Talk and discuss with their child about bullying, harassment and the responsibilities of bystanders.
- Encourage safe and responsible online behaviour with their children and supervise and monitor their cyber activity.
- Inform the school in a timely manner of any concerns about behaviour, their child's health issues, changes in behaviour, or any other relevant matters.
- Communicate in a respectful manner with school staff about issues of concern as soon as possible.

Procedures

Responding to bullying and harassment

Students are highly encouraged to report any form of bullying and harassment to staff at Norwood Morialta High School. This report can take place in the following ways:

- Daymap message to staff member
- Incident report form on the NMHS Connect website. *Connect is a website for the students of NMHS and is accessible via a link in Daymap.*
- A verbal report to a staff member.

All reports are taken seriously and will involve an investigation by the relevant Learning Community Leader or member of the Executive Team. Any report will be responded to confidentially, respecting the privacy of all involved. This can involve speaking to witnesses, gaining screenshots and other forms of evidence. Any matters of bullying and harassment will be managed in accordance with our Respectful Behaviour Policy.

Support is available and will be offered to all students throughout this process. This can involve appointments with a Wellbeing Leader, communication with students' teachers and/or meetings with parents/caregivers to identify support strategies. Below is a diagram summarising the reporting and responding process:

Reporting and responding to bullying and harassment process:

Student/parent/caregiver actions

Students

A student who is a witness or recipient to bullying and harassment can:

- complete an incident report form via the Connect website
- Send a Daymap message to a staff member reporting the incident
- report the incident directly to a staff member
- report the incident to a trusted adult—parent/caregiver, family member or friend.

Parent & Caregiver

If a student does not feel comfortable reporting incidents of bullying and harassment, parents and caregivers can make a report by:

- Calling the school to speak to the student's Learning Community Leader
- Emailing the student's Learning Community Leader
- Contacting the school to request a meeting with the student's Learning Community Leader

Staff actions

Initial Response

All staff will create a safe, inclusive, and respectful school environment. Teachers adhere to the Respectful Behaviour Policy, to ensure student engage positively with others. Any low-level harassment observed or reported will be managed by the teacher in accordance to the Respectful Behaviour Policy.

Further Intervention Required

Any staff receiving any reports of bullying and escalated harassment (repeated or high-level) will inform the student's Learning Community Leader within 24 hours. The Connect teacher may also be informed to support the process.

Learning Community Leader responds to any staff and student referrals, by meeting with recipient of bullying and harassment. In this meeting they gain information about the history, context, time, location and frequency of the bullying and harassment.

Communicate

Learning Community Leader speaks with the student's parent or caregiver to discuss the report, response and support available. This can occur at multiple stages of the process. Learning Community Leader ensures all stakeholders are informed throughout the process.

Investigate

Learning Community Leader investigates report of harassment by seeking information from all students and/or staff involved including witnesses and bystanders. This can include:

- Written statements
- Screenshots
- Camera footage

Monitor and Support

Once all information and evidence is collected, appropriate interventions are implemented in line with the NMHS Respectful Behaviour Policy. Learning Community Leader will work with other key staff to provide support for all students involved.

Learning Community Leader checks in with students after incident has been dealt with, to monitor student wellbeing and ensure bullying and harassment has not continued.

Proactive interventions and programs

All students at Norwood Morialta High School engage in the Connect Program. This program is the school's student development program which is designed to develop students' core capabilities to ensure their successful engage with life at and beyond school. A core focus of this program includes a focus on relationships and development of social skills. The learning through this component of the program occurs in the My Wellbeing strand and includes a range of school based lessons and activities. This is supplemented by other external agencies including:

- Sammy D Foundation
- Red Cross Save a Mate
- Academy of Self Defence
- Port Adelaide Football Club
- HeadSpace
- RAISE Mentoring Program
- RAA Street Smart Driver Education Program

Attachments and References

<https://www.education.sa.gov.au/supporting-students/health-e-safety-and-wellbeing/keeping-children-safe-bullying>

<https://www.education.sa.gov.au/supporting-students/health-e-safety-and-wellbeing/behaviour-management-and-strategy>

<https://www.esafety.gov.au/>

References

-

Review

Review Date	Reviewed By	Accepted Date	Comments