

# BULLYING PREVENTION POLICY

**Policy No: ES2**

**Version No: 1.1**

**Ratified: August 2023**

**Review Cycle: 2 year**

**Last Review: August 2023**

**Policy Owner: Assistant Principal Wellbeing**

**Approver: Principal**

## PURPOSE

Fairhills High School is committed to providing a safe and respectful learning environment where bullying will not be tolerated.

The purpose of this policy is to:

- explain the definition of bullying so that there is shared understanding amongst all members of the Fairhills High School community
- make clear that no form of bullying at Fairhills High School will be tolerated
- outline the strategies and programs in place at Fairhills High School 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 Fairhills High School .

When responding to bullying behaviour, Fairhills High School aims to:

- be proportionate, consistent and responsive
- find a constructive solution for all parties
- stop the bullying from happening again
- restore the relationships between the students involved.

Fairhills High School 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.

## POLICY

Fairhills High School believes that each member of the school community has the right to be treated with respect, free from any form of bullying including sexual harassment, prejudice, discrimination, physical and/or emotional abuse or intimidation.

# BULLYING PREVENTION POLICY IMPLEMENTATION GUIDELINES

<b>Policy No:</b> ES2		<b>Version No:</b> 1.1	
<b>Ratified:</b> August 2023	<b>Review Cycle:</b> 2 year		<b>Last Review:</b> August 2023
<b>Policy Owner:</b> Assistant Principal Wellbeing		<b>Approver:</b> Principal	

## SCOPE

This policy addresses how Fairhills High School aims to prevent, address and respond to student bullying behaviour. Fairhills High School 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 Student Wellbeing and Engagement Policy and Inclusion and Diversity policy. This policy applies to all school activities, including camps and excursions.

## IMPLEMENTATION GUIDELINES

Detailed implementation guidelines are developed by the staff through the established consultative committee process. These are developed within the parameters of the Council policy and can be changed as circumstances or strategies change without further reference to Council.

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

Bullying can be:

- **Direct physical bullying** – e.g. hitting, tripping, and pushing or damaging property.
- **Direct verbal and written bullying** – e.g. name calling, insults, homophobic or racist remarks, verbal abuse and harassment.
- **Indirect social bullying** – e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person and/or damaging a person's social reputation or social acceptance.
- **Cyberbullying** is direct or indirect bullying behaviours using digital technology. For example, via a mobile device, computers, chat rooms, email, social media, etc. 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 and our school will follow the Student Wellbeing and Engagement Policy.

*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.

*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. 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. Fairhills High School will use its Student Wellbeing and Engagement Policy to guide a response to single episodes of nastiness or physical aggression.

*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 Fairhills High School and may have serious consequences for students engaging in this behaviour. Fairhills High School 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.

## **BULLYING PREVENTION**

Fairhills High School 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 Fairhills High School is proactive and is supported by research that indicates that a whole school, multifaceted approach is the most effective 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 are encouraged to incorporate classroom management strategies that discourage bullying and promote positive behaviour including the use of the red card removal process for non-negotiable behaviours.
- A range of year level incursions and programs are planned for each year to raise awareness about bullying and its impacts.
- In the classroom, our health, 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.
- Through the House Group system 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 during our Diversity and Inclusion Week.

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

## **INCIDENT RESPONSE**

### **Reporting concerns to Fairhills High School**

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 Fairhills High School are timely and appropriate in the circumstances.

We encourage students to speak to their THRIVE/Connect and House Group teacher or Year Level Team Leader. However, students are welcome to discuss their concerns with any trusted member of staff including any teacher or member of the Wellbeing Team. Students can also report bullying behaviours anonymously through the Stymie online notification app at <https://stymie.com.au/>

Parents or carers who develop concerns that their child is involved in, or has witnessed bullying behaviour at Fairhills High School should contact the relevant Year Level Team Leader or the Wellbeing Team Manager at the school.

## **Investigations**

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

- Follow the School Bullying response process ([Appendix A](#))
- Record the details of the allegations in the Compass student file and
- Inform the relevant Year Level team Leader, Student Wellbeing Team, and/or Assistant Principal.

The Year Level Team Leader is responsible for investigating allegations of bullying in a timely and sensitive manner. To appropriately investigate an allegation of bullying, the Year Level Team Leader 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 including Incident/response reports and witness statements.

All communications with the Year Level Team Leader 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 Year Level Team Leader 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 Student Wellbeing Team, Home Group Teacher and Assistant Principal or Principal.

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, Fairhills High School 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 Year Level Team Leader, usually in consultation with an Assistant 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, SSSO or external provider.
- Offer counselling support to the students engaging in bullying behaviour, including referral to the Student Wellbeing Team, SSSO or external provider.
- Offer counselling support to affected students, including witnesses and/or friends of the target student, including referral to the Student Wellbeing Team, SSSO or external provider.
- 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 a mediation between some or all of the 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 a willingness to engage in the mediation process.
- Facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- Prepare a Safety Plan or Individual Management Plan restricting contact between target and students engaging in bullying behaviour.
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- Implement year group targeted strategies to reinforce positive behaviours, for example engaging in Bully Buster programs.
- 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.

Fairhills High School 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.

The Year Level Team Leader is responsible for maintaining up to date records of the investigation of and responses to bullying behaviour.

## FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Parent Complaints policy
- Duty of Care Policy
- Inclusion and Diversity Policy

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](#)
- DET's Bully Stoppers Advice at

[Advice sheets](#)

## EVALUATION

This policy will be reviewed on a two-year cycle, or earlier as required, following analysis of school data on reported incidents of, and responses to bullying to ensure that the policy remains up to date, practical and effective.

Data will be collected through:

- discussion and consultation with students and parent/carers
- regular student bullying surveys
- [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
- Attitudes to School Survey
- [Parent Opinion Survey](#)

Proposed amendments to this policy will be discussed with Student Voice Council and School Council.

## REVIEW CYCLE

This policy was last updated on 21 August 2023 and is scheduled for review in August 2025.

## VERSION CONTROL TABLE

Version	Author	Date	Change Made
1.1	Silvana La Leggìa	21 August 2023	updated title panel, added version and date to footer and added version control table



## APPENDIX A



### Fairhills High School Bullying Response Process

Bullying occurs when someone, or a group of people, deliberately and repeatedly upset, harass, intimidate, threaten or hurt another person or damage their property, reputation or social acceptance. It can be direct/indirect/physical/verbal and includes cyberbullying.

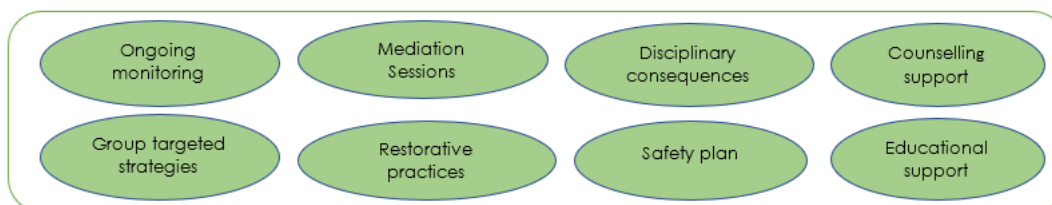
The Year Level Team Leader (YTL) will investigate any potential bullying issue in a timely manner

The YTL will speak to 1-3 and 4-5 if necessary:

1. The alleged victim(s). Student(s) complete an incident report
2. Witnesses and obtain a witness statement
3. The alleged perpetrator(s), student(s) complete an incident report
4. Relevant staff members e.g. Assistant Principal- students
5. Relevant external stakeholders e.g. Parents

If bullying has occurred the following factors need to be considered when determining a response (not an exhaustive list):

• Any element of provocation	• Impact on victims(s)	• Severity and frequency of the bullying
• Age and maturity of students	• Past behaviours	• Group or individual bullying



For further information please refer to the Bullying Prevention Policy on the school website

Documentation to be kept at all stages and transferred to Compass by the YTL