

Waikerie High School Safe School Policy

School Values- Respect, Responsibility, Trust, Achievement, Community

'All Australian schools are safe, supportive and respectful teaching and learning communities that promote student wellbeing'- National Safe Schools Framework

1. Statement of purpose

At Waikerie High School everyone has the right to feel safe and valued. All members of the school community have a responsibility to ensure this happens. Waikerie High School is committed to providing an educational environment that promotes a learning environment free from all forms of bullying and harassment.

Any form of bullying and harassment is unacceptable and the school community is committed to addressing it. Each report will be taken seriously and thoroughly investigated in a supportive and confidential manner.

2. Scope

This policy is inclusive of all students, staff, families and community attending or connected to Waikerie High School. Updated policies and procedures are available on the Waikerie High School website or by contacting the front office.

3. Definitions

Bullying

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying in any form can have long term effects on those involved. Certain conflict or arguments between equals and/or single incidents are not always regarded as bullying.

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, sexual orientation, cultural or ethnic origin, religion, physical characteristics, gender, marital, parenting or economic status, and/or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be ongoing or a single act.

Cyber Bullying

Cyber-bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies- such as e-mail, chat room discussion groups, instant messaging, social media, web pages or SMS- with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.

Sexual Harassment

Sexual harassment is unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated. Sexual harassment can be a single incident, repeated or continuous, direct or indirect and take various forms.

Waikerie High School is a member of the Safe Schools Coalition. Waikerie High School is dedicated to creating safer and more inclusive educational environments for same sex attracted, intersex or gender diverse, students, staff and families. Sexual harassment is a legally recognised form of sex discrimination.

Specific examples of bullying and harassment and resources are available at the Safe Schools Coalition website.

4. Preventative Actions

The Student Role

The first step is for the student to attempt to address the bullying and harassment situation if it is safe to do so. Discounting any form of sexual harassment, and safe to do so, students are encouraged to use their skills in being independent, resilient and proactive by using the following steps;

1. Ignore and walk away. Instead of being reactive, try ignoring them. This may include not responding and/or walking away.
2. Be assertive, not aggressive. If the bullying and/or harassment continues, respectfully ask them to stop.
3. Report.
 - a. If after step 2 the bullying and/or harassment continues, or you do not feel safe to attempt steps 1 and 2, then you can report the behaviour immediately to your class, home group or yard duty teacher, or a staff member.
 - b. A physical injury or threat to you or another person's safety needs to be reported immediately to a staff member.
 - c. Please fill out a 'Bullying and/or Harassment Form' and provide to the staff member you are reporting to.
 - d. There is a locked box outside the Social Work office you can refer your form to if you feel more comfortable accessing support from the Social Worker
 - e. Students can also send an email to dl.0800_bully@schools.sa.edu.au to report bullying and/or harassment to the Social Worker

The Bystander Role

It is important that students observing or being aware of others experiencing bullying and/or harassment, report the information to a staff member. This enables staff to investigate the report to ensure all students are safe and feel valued. In some cases a bystander will be involved in the investigation processes. It's best to speak up by using the following steps;

1. Refuse to be involved in any situation of bullying and/or harassment
2. If present while bullying and/or harassment occurs;
 - If safe to do so, respectfully ask the person/people to stop.
 - Report the incident to your class, home group or yard duty teacher, or a staff member.
 - Be supportive to others and suggest for them to seek support if needed.

The Staff Role

When staff witness, or have bullying and/or harassment brought to their attention, they are to address it as soon as possible. With most incidents information needs to be shared with other staff members to enable the best possible support and follow up. Staff are responsible for the following;

1. Be a positive role model
2. Support students with skills and strategies for preventing bullying and/or harassment.
3. Ensure all students are aware of the Safe School Policies and Procedures. Ensure posters are displayed in all home groups with Bullying and/or Harassment forms.

4. Be observant in recognising signs of distress, changes in behaviour and/or suspected incidents of bullying and/or harassment
5. Be supportive and respond to reports of bullying and harassment efficiently
6. Follow Waikerie High School Behaviour Management and Safe School Policies and Procedures
7. Support parents/caregivers to positively support their child and access support through various resources.
8. Actively participate and seek relevant training and development to support students in all areas and all staff to ensure their own knowledge is up to date
9. Seek support from leadership where required
10. Ensure correct documentation is completed in an appropriate time frame

The Parent/Caregiver Role

1. Be a positive role model
2. Recognising signs of change and/or distress and be available to listen supportively to reports of bullying and harassment
3. Be supportive and take an interest in their child's social life
4. Discuss respectful and positive strategies of dealing with bullying and/or harassment
5. Inform the school of suspected bullying and/or harassment or the police if there is a concern for safety
6. Report any outside of school incidents to police or www.esafety.gov.au/iParent if necessary

5. Confidentiality

The details of reports of bullying and/or harassment will remain confidential unless specific permission from the complainant is granted, disclosure is required by law or where limited disclosure is required as part of the investigation process. All staff are required to follow the Information Sharing Guidelines.

6. Resources

www.esafety.gov.au/iParent

www.sa.gov.au/topics/education-skills-and-learning/health-wellbeing-and-special-needs/bullying-and-harassment-information-advice-and-helplines

www.education.gov.au/national-safe-schools-framework-0

www.decd.sa.gov.au

7. References

www.legislation.sa.gov.au

www.humanrights.gov.au/our-work/legal/legislation

Child Protection Act 1993

Sex Discrimination Act 1984

Racial Discrimination Act 1975

Racial Hatred Act 1995

Disability Discrimination Act 1992

Human Rights and Equal Opportunity Commission Act 1986

National Safe Schools Framework

Safer DECD Schools, Department for Education and Child Development