

 **Belgrave South Primary School**

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 **Cyber Bullying and Harassment Policy**

**Definition**:

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. People who engage in bullying behaviour, deliberately set out to intimidate, exclude, threaten and /or hurt others repeatedly. This behaviour is a clear form of harassment and will not be tolerated at Belgrave South Primary School.

**Rationale:**

Belgrave South Primary School is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear bullying (including cyberbullying) and harassment policy will inform the community that bullying and harassment in any of its forms will not be tolerated. This policy should be read in conjunction with the Student Engagement Policy.

**Aims:**

To provide clear definitions of what is and what is not bullying and harassment ●To reinforce within the school community that no form of bullying or harassment is acceptable.

● To provide clear advice on the roles and responsibilities of the whole school community, including students, parents, caregivers and teachers for preventing and responding to bullying behaviour

● To provide clear procedures for everyone to report incidents of bullying to the school

 ● To ensure that all reported incidents of bullying are followed up and that support is given to any person who has been affected by, engaged in or witnessed bullying behaviour

● To seek the support and co­operation of the whole­school community at all times. Definitions Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group

**Types of Bullying Behaviour**

There are some specific types of bullying behaviour: ​ • verbal or written abuse ‐ such as targeted name‐calling or jokes, or displaying offensive posters ​ • violence ‐ including threats of violence ​

• sexual harassment ‐ unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation • homophobia and other hostile behaviour  ​ towards others relating to gender and sexuality • discrimination including racial discrimination  ​ ‐ treating people differently because of their identity

• social rejection – deliberate or repeated

**Cyber­bullying**

Comprises covert, psychological bullying, conveyed through electronic mediums, including but not limited to mobile phones, blogs and websites, on­line chat rooms, ‘MUD’ rooms (multi­user domains where individuals take on different characters) and Xangas (on­line personal profiles where some adolescents create lists of people they do not like). It may be verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

**Harassment**

 Is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

What is not Bullying

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying: ​

 • mutual conflict ‐ which involves a disagreement, but not an imbalance of power.

Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation. ‐

​ • single episode acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying

 • social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Belgrave South Primary School will not tolerate bullying (including cyberbullying) or harassment. A school‐wide approach will be taken to deal with bullying and harassment in a consistent and systematic way. This policy will be clearly communicated to students, parents/carers and staff.

Our school will organise and integrate preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues. There will be disciplinary consequences, covering a range of strategies, for those in breach of the Anti-Bullying Prevention and Cyber Bullying,Harassment Policy, guidelines and procedures.

Implementation

* Strategies to deal with harassment will include: education in coping strategies; assertiveness training; problem solving and social skills; counselling and behaviour modification.
* The Bullying and Harassment Policy and Procedures of the school will be widely promoted to students, staff, parents/cares and the local community.
* The school leadership team and the teachers will work together to ensure the safety of all school members in situations of bullying (including cyber bullying) and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.
* If a teacher feels a student is at serious and imminent risk from bullying (including cyber bullying) and harassment then it is their professional duty to pass on the information to an appropriate person in order to ensure appropriate support for the student.
* It is important that teachers document fully their interaction with the student and to verify the actions taken.
* Student programs will be organised to raise student awareness about bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of attitudes.
* Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra­curricular programs and occasional activities may be run by outside experts and workers.
* The curriculum will include ant bullying messages and strategies in line with current DET materials. e.g.  ‘eSmart’
* Professional development will be provided for staff relating to bullying (including cyber bullying)and  harassment and proven strategies to address these issues in classrooms will be implemented.
* Disciplinary consequences for bullying (including cyber bullying) and harassment will comply with the school’s Engagement Policy.
* The principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Training (DET) guidelines.

This policy will be reviewed as part of the school’s review cycle

This policy was last updated on June 2020 and is scheduled for review in June 2022.