

# BULLYING & HARASSMENT POLICY

Lowanna College: School Number 01-8821

## Rationale:

Lowanna College is committed to providing a positive culture where bullying and harassment is not accepted, and in so doing, members of the College community will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

## Aims:

- To reinforce with the school community what bullying, cyber bullying and harassment are, and the fact that they are unacceptable.
- To alert everyone within the school community to the signs and evidence of bullying, cyber bullying and harassment and ensure that it is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying, cyber bullying and harassment are followed up appropriately and support is given to both victims and perpetrators.
- To seek parental and peer group support, and co-operation within these, at all times.
- To promote personal respect, as well as providing physical and emotional safety for all.

## Implementation:

1. Definitions:
  - a. Bullying:

Bullying is when a person, or a group of people, repeatedly upset or hurt another person or damage their property, reputation or social acceptance. Bullying may be direct physical, direct verbal, indirect or cyberbullying. Cyberbullying can be defined the use of electronic media to bully a person, directly or indirectly. Bullying is not a one-off disagreement between two or more people or a situation of mutual dislike.
  - b. Harassment:

Harassment is the exertion of power by one person over another, often presenting as bully-like behaviour, which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and professional conduct.
2. Lowanna College has adopted a zero tolerance position on bullying and harassment, and will aid students to develop attitudes and skills that discourage, challenge and report bullying and harassment in all forms.
3. If students believe they are being bullied or harassed, they are strongly encouraged to contact a staff member immediately. All complaints of bullying or harassment will be taken seriously and treated sensitively.
4. Lowanna College will combat bullying and harassment by providing a safe, secure and stimulating learning environment.
5. A school-wide approach will be taken to deal with bullying and harassment in a consistent and systematic way, with a focus on student safety and wellbeing.
6. Disciplinary measures, as outlined in the 'Behaviour Management Policy and Procedures', will apply to students in breach of the behaviour expectations established by the school and communicated through this policy.
7. Lowanna College will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, tolerance, conflict resolution and problem solving.
8. Student programs will be organised to raise student awareness about bullying and harassment, to provide

a forum for discussion and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs, classroom discussions and occasional activities run by outside experts. The curriculum will include anti-bullying messages and strategies in line with Department of Education and Training (DET) materials, such as “Bully Stoppers: Make a Stand, Lend a Hand” and “No Blame Approach to Bullying”.

9. Staff professional development programs will occur periodically to keep staff informed of current issues and strategies for dealing with bullying and/or harassment issues.

This policy is to be read in conjunction with other policies and procedures related to student wellbeing, engagement and behaviour management.

## **Evaluation:**

This policy can undergo a minor review at any time to ensure it reflects current DET practice, with a major review as a part of the College’s three-year review cycle.

This policy was last ratified by College Council on 15 August 2016.