

Bullying and Harassment Policy

Rationale:

The Ardrossan Area School community is committed to working together to create a learning community which is safe, inclusive, conducive to learning and free from harassment, bullying, racism and violence.

Our aim:

- To ensure that everyone within our school community is able to recognise the signs of bullying and harassment and respond accordingly.
- To develop a culture of keeping people safe, where everyone is confident of their responsibility to report any incidents to the appropriate person.
- To reassure members of our school community that bullying and harassment is not tolerated and all reported incidents will be followed up and appropriate processes followed.

Definition of Bullying:

- Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.
- Cyber-bullying refers to bullying through information and communication technologies (see Cyber-bullying Policy).

Definition of Harassment:

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

Examples of Bullying and Harassment:

- Hitting, kicking, punching (physical).
- Name-calling, teasing, threats (verbal).
- Notes, graffiti, text messages.
- Sending filmed or photographed images, comments on social networking sites (visual/written).
- Stand-over tactics, gestures (psychological).
- Rumours, putdowns (social exclusion).
- Physical, verbal or nonverbal sexual conduct (sexual).

Bullying and Harassment:

- May be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones).
- Involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge.
- Has an element of threat.
- Is often hidden from adults.
- Can be sustained if adults or peers do not take action.



Responding to Bullying and Harassment

Responsibilities:

| School Leadership Team | Teachers | Students | Parents/Caregivers |
|---|---|--|--|
| <ul style="list-style-type: none"> ▪ Develop, implement and regularly review the school's bullying and harassment policy. ▪ Ensure that all new students to the school, and their families, are aware of the bullying and harassment policy. ▪ Ensure all staff are aware of and have access to the schools Bullying and Harassment policy and Responsible Behaviour Policy so they can respond consistently and fairly to reported incidents. ▪ Provide access to relevant Professional Development to all staff to effectively manage and implement bullying and implement intervention strategies. ▪ Contact the parents/caregivers of victims and perpetrators to discuss incident and identify relevant support within the home. ▪ Manage incidents of bullying in a way that is consistent with school Responsible Behaviour Policy (developed in accordance with The Department's School Discipline Policy). ▪ Coordinate and refer students to appropriate support through the Wellbeing Leader, Christian Pastoral Support Worker, class teacher and/or a member of the leadership team dependent on who the student wishes to be supported by. | <ul style="list-style-type: none"> ▪ Develop and maintain positive relationships with students. ▪ Establish, maintain, make explicit and model the school's expectations related to bullying and harassment. ▪ Support students to be effective bystanders. ▪ Respond to reported incidents as soon as possible. ▪ Keep open communication between student, parent/carer and the school regarding the progress of the report. ▪ Keep appropriate documentation of the report. ▪ Ensure follow up of students occurs after the incident has been resolved. ▪ After response at a classroom level, report all incidents to a member of the school Leadership team. ▪ Record all verified incidents in Sentral. | <ul style="list-style-type: none"> ▪ Be respectful towards other students, staff and members of the school community. ▪ Be assertive and use 'I' statements to explain when behaviour of others is making you feel uncomfortable. ▪ Immediately report any incidents experienced or witnessed. ▪ Support peers to report incidents. ▪ Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence. | <ul style="list-style-type: none"> ▪ Provide support for their child to report incidents as soon as possible. ▪ Communicate in a respectful manner with school staff regarding their concerns. ▪ Contact the Kadina Education Office or DfE Customer Service, if their concerns are not resolved following intervention by the Principal. |

Consequences for Bullying and Harassment

For reported incidents of harassment and bullying the following notification process will be followed:

1. Verbal warning from a member of the Leadership Team to the student. Leadership Team member to phone parent/carer of the incident and next steps.
2. Official written warning issued, recorded in EDSAS and supported by a review with a member of the Leadership team with the student as to what harassment and bullying is.
3. Request for a meeting with parent/carer.
4. Student behaviour will be referred to appropriate processes outlined in the Responsible Behaviour Policy.

Note: Responses in Responsible Behaviour Policy are not necessarily sequential and that the level of response will be determined by the nature of the bullying and/or harassment.





Bullying and harassment that includes activities against the law will be reported to the police, including but not limited to: producing or broadcasting child pornography, suicide materials, blackmail, racial vilification and unlawful operations of a computer, including e-crimes.

At Ardrossan Area School, harassment and bullying will not be tolerated as it impacts on the rights of students and staff to feel safe, be respected and achieve excellence.

Outside School Hours:

Police Ph: 88373017, 000 or 131444

Women's Health Line Ph: 1800 182098

Family and Community Services Ph: 88211300

Kids Help Line : Ph: 1800 551 800 (24hrs)

Commission for Equal Opportunity Ph: 1800 188163

Student Safety Hotline Ph: 1800 822 020

Medical Services Ph: 88373837

Department for Education Equal Opportunity Officer Ph: 82261059

Domestic Violence Crisis Service Ph: 82232200

Crisis Care (5pm—9am) Ph: 131611



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Respect Creativity Excellence



Government of South Australia
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