



Naracoorte High School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying.

## **OUR DEFINITION OF BULLYING**

Bullying is defined as repeatedly hurting another person who is less powerful – either physically or psychologically.

Bullying can take many forms. Bullying is a form of harassment. We consider the following behaviour to be bullying:

### **Physical:**

- Hitting, kicking, punching
- Pushing, shoving, spitting
- Making rude gestures
- Taking, hiding or damaging something which belongs to someone else
- Forcing someone to hand over food, money or something which belongs to them
- Making someone do something they don't want to

### **Verbal:**

- Name calling
- Teasing
- Threatening
- Making fun of someone because of their appearance, physical characteristics, disabilities or cultural background
- Making fun of someone's actions
- Inappropriate emails or text messages

### **Indirect:**

- Excluding others from the game or group
- Spreading untrue stories about others

## **STRATEGIES WE WILL USE TO DEAL WITH BULLYING**

At Naracoorte High School we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our students the skills which will build their self esteem and empower them to take responsibility for themselves – and give them the opportunity to practise these skills.
- Promote the policy which clearly states what actions we will take to deal with bullying behaviour.
- Empower the victims to respond appropriately.



## Responsibilities of staff:

- To model appropriate behaviours at all times.
- To deal with all reported and observed incidences of bullying as set out in this policy.
- To ensure that students are supervised at all times.
- To record instances of bullying on incident sheet, and to report incidences of bullying to the counsellor/ chaplain if this is warranted.

## Responsibilities of students:

- To report if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school.
- To help someone who is being bullied.
- To not bully others.

## Responsibilities of parents:

- To watch for signs that their child may be bullied.
- To speak to someone on staff at the Naracoorte High School if their child is being bullied or they suspect that this is happening.
- To instruct their children to report, if they are bullied.
- To deter their own children from engaging in bullying.

## REPORTING OF BULLYING

Incidences of bullying can be reported to any teacher, the counsellor, or the chaplain by children and their parents. Any bullying incidences that are reported will be recorded on an incident sheet and this record will be collated and filed. It is assumed that teachers have the experience to differentiate between horsing around and genuine bullying.

## RESPONDING TO REPORTED INCIDENCES OF BULLYING

When a bullying incident is reported or observed we will use the following:

- Interview the victim (with friends if need be) and record details.
- Interview the supposed bully (with friends if need be) and record details.
- Bring the 2 groups together for a supervised peer mediation session, with a view towards resolving the issue.
- Inform staff via the staffroom noticeboard.
- If the situation is unable to be resolved by mediation, then parties agree to disagree, but the **bullying must stop**. Discuss strategies to help this.
- Warn the bully of the consequences of further incidences, which may be exclusion from the yard, internal suspension or suspension.

**If the bullying does not stop**, then the issue will be taken further by involving both sets of parents and the two students.

**If the bullying still continues**, then the issue will be taken even further by involving both sets of parents, the two students and the police.



The staff will be responsible for implementing the program and ensuring that incidences of bullying are dealt with in a manner consistent with the policy and as soon as possible after it is reported or observed.

## **EVALUATING THE PROGRAM**

We will evaluate the program after six months and then after another twelve months. It will be evaluated by:

- Noting if there has been a reduction in reported or observed incidences of bullying.
- Noting if there has been a change in ethos of our school.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.

## **FOLLOW UP**

We will revisit the program at the first school assembly each year by:

- Reminding students and teachers of our policy.
- Including a copy of the policy in the newsletter for parents.
- Revising the classroom activities on bullying.

