POLICY: BULLYING PREVENTION
(Students)

1. STATEMENT OF BELIEF:
Drouin Secondary College is committed to providing a caring and supportive learning environment, free from bullying or harassment where all students can feel safe and gain their maximum educational and academic benefit. The College is committed to developing a culture which enables positive relationships to amongst all students and other member of our community. We also aim to facilitate and encourage the development of social and emotional well-being.

This policy should be read in conjunction with the Equal Opportunity and Anti-harassment policy and the Learning Culture Plan (Student Engagement Policy).

Bullying is a systematic and repeated abuse of power. It:
• is a desire to dominate or hurt someone
• involves unfair action by the perpetrator(s) and an imbalance of power
• occurs when the target cannot provide an adequate defence and feels oppressed and humiliated

Cyber bullying refers to bullying using technologies such as the internet and mobile phones to threaten, humiliate, intimidate and/or control others. Cyber bullying can occur anywhere and at any time.

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

2. OBJECTIVES:
In order to achieve our statement of belief, Drouin Secondary College will:

2.1 inform the community that bullying and harassment in any of its forms is not acceptable and will not be tolerated.

2.2 promote the College values of Community and Respect as they relate to tolerance, understanding and acceptance of others regardless of gender, sexual orientation, race, religion, physical features, economic situation, disability, personal association or other individual differences.

2.3 ensure constructive strategies are in place including curriculum programs and activities that promote inclusion, participation student self-esteem and confidence.

2.4 ensure all complaints of bullying or harassment are heard in confidence and investigated in accordance with DEECD guidelines.

2.5 organise preventative programs both curricular and extracurricular to educate students about bullying including cyber, direct and indirect bullying.

2.6 always focus on education first when dealing with bullying. A restorative approach consistent with the College’s “Learning Culture Plan” will be used in initial cases of reported bullying. If a student has demonstrated an inability to adjust their behaviour appropriately or the bullying is severe, punitive consequences will be used long side restorative practice and re-education.

2.7 Any breach of criminal law with respect to bullying and harassment, including cyber bullying, will be dealt with in consultation with appropriate agencies and personnel.

This policy was last reviewed by School Council in: 2013
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3. IMPLEMENTATION GUIDELINES:
   - The Bullying Prevention Policy will be available to all members of the College Community including students, staff and parents.
   - Student programs will be developed and implemented to raise awareness of bullying and harassment.
   - Professional development will be provided to staff relating to bullying and harassment including proven strategies to manage classroom and school yard issues.
   - The College will conduct a yearly safety and anti-bullying survey to monitor the College culture in this area.
   - Allegations of bullying reported by any member of the College community will be investigated and documented on e-workspace (or equivalent).
   - The consequences for bullying will always have an education and restorative element and where necessary other consequences will be used. The consequences for bullying will be graded and be consistent with DEECD engagement guidelines and the College’s Learning Culture Plan.

4. APPENDIX -
What is Bullying?
Bullying is a systematic and repeated abuse of power. It:
- is a desire to dominate or hurt someone
- involves unfair action by the perpetrator(s) and an imbalance of power
- occurs when the target cannot provide an adequate defence and feels oppressed and humiliated

Examples (note the systematic and repeated aspect for examples below)
- VERBAL – name calling, put downs, threats,
- PHYSICAL – hitting, tripping, poking, punching, kicking, throwing of objects
- SOCIAL – ignoring, hiding, ostracizing, exclusion, damaging social reputation.
- PSYCHOLOGICAL – mimicking, stalking, dirty looks, spreading rumours, hiding and damaging possessions.
- CYBER – electronic means to humiliate or distress using social and psychological bullying.
- SEXUAL HARASSMENT – unwanted sexual behaviour; verbal or physical

What bullying is not.
Many distressing behaviours are not examples of bullying even though they may be unpleasant and may require behaviour intervention. There are three common situations that can be confused with bullying:
1. MUTUAL CONFLICT – In mutual conflict situations, there is a disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the situation. However, unsolved mutual conflict sometimes can develop into a bullying situation with one person becoming targeted.
2. SOCIAL REJECTION OR DISLIKE – Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike, it is not bullying. It is OK to not want to be friends as long as this is done in an appropriate way.
3. SINGLE EPISODES – acts of nastiness or meanness, or random acts of aggression or intimidation are not the same as bullying. These need to be addressed but are not bullying.
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What are the effects or signs of bullying?
- Poor health – anxiety, depression
- Lower self esteem
- Poor attendance – school refusal
- Reduced engagement and academic performance
- Social Withdrawal
- Aggression

Reporting Bullying
The College cannot work through issues of bullying unless they have an awareness of bullying occurring. All concerns about bullying need to be reported. Your concerns will be taken seriously and all complaints will so far as possible be treated confidentially (note responsibilities such as mandatory reporting or reports of criminal activity will supersede confidentially commitments)

Victim
Any victim of bullying should report bullying to a member of staff. Generally this should be the Learning Culture Leader, student wellbeing staff or Level Leader but any staff member will be responsible to follow up the issue or report it on in writing to the Learning Culture Leader or Level Leader.

Parent/s
If parents become aware of a bullying incident contact the College and ask for the relevant Level Leader or Student Wellbeing Staff. Explain the incident/s in detail. An investigation will then be conducted understanding all involved have a right to explain their involvement. The investor will provide regular updates, within the bounds of privacy legislation to parents or caregivers.

Student - If students become aware of a bullying incident it is their responsibility as part of the community to act. If a student feels to intervene they should do so in an appropriate way. If a student feels unable to intervene, they should let a member of staff at the College know bully has occurred.

Staff
All staff should intervene if they see an occurrence of bullying. All incidence of bullying that are witnessed or reported by another member of the community to a staff member must be documented and reported on to the relevant Level Leader.

Bully
If a person recognises they are a bully and are unable to self-manage and change their behaviour should ask for help. They should speak with their Level Group teacher, student wellbeing staff or a teacher they trust.

EVALUATION:
- This policy will be reviewed as part of the school’s four-year review cycle.