



## Bullying and Harassment Policy

All members of the Underdale school community have the right to feel safe and free from harassment and bullying. Each person in this school community is responsible for his/her own behaviour and makes choices as to how they behave.

### What is Bullying and Harassment?

#### 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

Cyber Bullying is bullying which occurs through information and communication technologies such as the internet and mobile phones.

**Bullying can have long term effects on those involved including bystanders.**

#### 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.

Bullying and Harassment:

- may involve hitting, kicking, pinching, unwanted touching (**physical**); name-calling, teasing, threats (**verbal**); notes, graffiti, text messages, sending filmed or photographed images, sexting, comments of social networking sites (**visual/written**); stand-over tactics, gestures (**psychological**); rumours, putdowns (**social exclusion**); physical, verbal or nonverbal sexual conduct (**sexual**)
- may be done directly (e.g. face to face) or indirectly (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
- can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not take action

## Processes and Consequences

Bullying and harassment at school can involve students, teachers, support staff and parents/caregivers. All members of the school community have a responsibility to report to an appropriate person any bullying or harassment they witness or of which they are made aware. Staff will acknowledge and act on any reports of bullying or harassment. Initially staff may talk with students involved and help them to solve the problem.

A range of consequences may be used for students who bully and harass, including;

- Time spent out of the classroom or yard
- Restorative Meetings
- A student development plan initiated in response to the behaviour
- Formal warning and parent contact
- Suspension
- Exclusion

The Principal can suspend and/or exclude students from the school, even if the behaviour occurred outside of school hours or off site, including cyber bullying. Police may also be contacted if the behaviour is considered illegal.

At Underdale High School we use Restorative Practices to address issues or incidents between students or staff and students. **Restorative Practice** assists us in re-establishing relationships following an incident. This approach aims to repair the harm and re-establish significant relationships, and to ensure that the consequences for inappropriate behaviour have relevance and meaning, foster individual responsibility and help develop empathy. Staff modelling is vital to the success of this approach. The following relational questions are designed to empower both parties to come up with ways 'to make things right'.

- *What happened?*
- *What were you thinking of at the time?*
- *Who has been affected by what you have done? In what way?*
- *What has been the hardest thing for you?*
- *What do you think you need to do to make things right?*

Avoid using 'Why....?' questions.

If any party involved in bullying or harassment has a complaint about the processes used they have the right to have their complaints addressed through the school grievance procedure