

## What parents can do to help

- Watch for signs of distress e.g. unwillingness to attend school, pattern of headaches
- Take an active interest in your son or daughter's social life and acquaintances
- Encourage your son or daughter to take the initiative by telling a teacher about bullying incidents
- Keep a written record (who, what, when, why, how)
- Discourage retaliation
- Assure your child that parental involvement, if necessary, will be appropriate for the situation
- Be willing to inform the school of any cases of suspected bullying, even if your son or daughter is not directly affected
- Be willing to attend interviews at the school if your daughter is involved in a bullying incident
- Teach your son or daughter the value of positive relationships

## What the College will do

Provide a supportive environment which promotes and encourages positive relationships between students, their peers, teachers and the wider college community by modelling appropriate behaviour and implementing the Student Code of Conduct as part of the Student Well-Being Policy. This includes:

- Modelling positive behaviours
- Being vigilant for signs of distress or suspected incidents of bullying
- Providing safe areas
- Ensuring all complaints are followed through
- Including curriculum material on behaviour awareness in our Personal Development programs.
- Keeping detailed records of all incidents of bullying
- Providing a range of proactive programs which aim to build confidence and resilience in students
- Ensuring strict confidentiality of all reports.

## How the College Responds to Incidents of Bullying and/or Harassment.

The College encourages and supports all members of the college community in reporting any incidents of bullying and/or harassment.

Incident is reported to staff member, Sub-School or Student Well-Being Coordinator, or Principal

Reports are always investigated and consultation occurs between the Sub-School and the Student Well-Being Teams

Discussion with each party concerned will occur and the seriousness of the incident evaluated

A record of the incident will be recorded. Those involved will have the opportunity to receive counselling, mediation from the Student Well-Being Coordination Team.

Students reported for bullying for the first time will be mentored, on the college response to bullying, by a member of staff and given the opportunity to modify their behaviour. In serious incidents the Student Code of Conduct is immediately implemented

Further reports of bullying will illicit a range of responses which can include: interview with parents, behaviour contracts, yard sanctions, further counselling and implementation of the Student Code of Conduct

The Student Code of Conduct is implemented consistently where breaches of the code have occurred. Consequences can include withdrawal from class and / or suspension.



HEATHMONT COLLEGE

## Building Positive Relationships

Heathmont College does not tolerate bullying or harassment. We value a culture of mutual respect, the appreciation of individual differences and the positive resolution of conflict. Positive social behaviours are currently developed and enhanced through comprehensive skills-based programs. Through fostering good relationships, we strive to increase students' 'school connectedness' and levels of resilience to ultimately help them achieve success in learning and life.

## What is Harassment ?

Harassment is any behaviour that is unwelcome, degrading, intrusive, violent, abusive or offensive to a person. It does not have to be repeated to be considered harassment.

## Harassment may be

**SUBTLE-** (where the intentions of one party may not be clear or obvious)

- Staring/looking/rolling eyes
- Comments about body
- Territorial-limiting or restricting another person's access to space
- Swearing not directed at an individual
- Teasing on the basis of academic achievement
- Smutty or hurtful comments
- Breach of confidence
- Division in class
- Name calling

**EXPLICIT-** (where intentions of one party are obvious)

- Notes, SMS, emails, gestures made on regular basis
- Offensive comments
- Exclusion from a group
- Verbal abuse
- Threats or threatening comments
- Throwing things
- Displays of offensive material
- Overt physical behaviour

**CRIMINAL-** (behaviour that may be subject to legal action)

- Indecent assault
- Sexual assault
- Attempted or actual rape
- Sending obscene letters, SMS, emails, or making obscene phone calls
- Physical violence

## Forms of Harassment

**Physical bullying:** hitting, kicking, rude gestures, extortion, pushing and shoving or damaging belongings.

**Verbal bullying:** name-calling, insulting, repeated teasing, racist remarks, threatening, sexual harassment, spreading rumours.

**Visual Bullying:** offensive notes, emails, SMS, MSN, texting, drawings and photographs (including electronic) or graffiti about others, rude gestures, defacing possessions.

**Intimidatory Bullying:** psychological pressure, stand-over behaviour.

**Exclusionary Bullying:** excluding someone from the group and isolating by preventing others from befriending them.

### Harassment can:

- Cause distress
- Lower self-esteem
- Reduce self-confidence
- Affect study performance
- Lead to academic results that do not reflect ability or effort
- Cause absenteeism
- Result in withdrawal from school
- Discourage participation in school activities



Awareness breaks the cycle of harassment.

At Heathmont College we encourage all to speak out, victims, observers, students, teachers and the college community.

Heathmont College, through the Student Well-Being Policy, is committed to the creation of a college culture of concern and support for both victim and bully.

In becoming a 'Telling School', we aim to develop a safe environment for victims and witnesses to report incidences of bullying, without fear of reprisal. Each member of the college community is treated with respect and bullying is not tolerated, nor indeed passively sanctioned by members of this community.

## Your Role in Breaking the Cycle

### If you believe or feel you are being bullied you can:

- Tell the person who is doing it to you that you don't like it and that you want it to stop
- Be absolutely clear in your response; don't smile or give 'mixed messages'
- Talk it over with your parents
- Tell a friend or peer support leader
- Report the incident to a teacher, Sub-School or Well-Being Coordinator, or Principal
- When approached by a bully try to stay calm and confidently walk away

### If you view incidents of bullying you should:

- Support the person being bullied and encourage them to do something about it
- Report any incidents of bullying you see or are aware of
- Avoid joining in; being part of a group which is bullying someone else is just as bad as being the bully yourself
- If you are confident, speak to the bully about the problems they are causing