



Port Augusta Special School

Anti - Bullying Policy (2018)

Port Augusta Special School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

What is Bullying?

Bullying is repeated verbal, physical or social 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. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Cyber-bullying is behaviour that uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies – such as e-mail, chat room, discussion groups, instant messaging, web pages or SMS (text messaging) – with the intention of harming another person.

What is 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. It may be directed randomly or towards the same person(s). It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

What is violence?

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Student responsibilities:

- Support the school in maintaining a safe and supportive environment by being respectful towards other students, staff and members of the school community.
- Tell an adult at school if you are being bullied.
- Tell an adult at school if you see bullying happening.

Staff responsibilities:

- Implement and review regularly the school's anti-bullying policy and involve staff, students and families in the review.
- Survey regularly a random selection of students, parents and teachers, in line with the review schedule for the school's policy.
- Provide to the Governing Council updates each term in relation to school bullying data and trends and any anti-bullying programs/initiatives in place or being considered and include the topic of bullying behaviour as a council meeting agenda item at least once per term.
- Ensure that new staff, new students and their families are aware of the schools negotiated anti-bullying policy and the decision-making procedures open to them if they wish to influence school practice.
- Manage the incidents of bullying in a way that is consistent with the DECD School Discipline Policy and 'on the same basis'.

- Ensure ongoing training and development of staff, induction of students and the provision of information to parents.
- Manage a whole-school-change approach to ensure the Keeping Safe child protection curriculum is implemented in all year levels.
- Ensure that all parents have access to the school's anti-bullying policy, the DECD *Bullying and harassment at school: Advice for parents and caregivers leaflet*, and information about Keeping Safe child protection curriculum and related documents.
- Ensure families are aware of their rights to advocacy and of avenues open to them should they have grievances relating to the school's management of an incident of bullying.
- Develop and foster positive relationships with students and families.
- Communicate and interact effectively with students and engage in cooperative problem-solving relationships to address issues of bullying.
- Critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully.
- Establish, maintain, make explicit and model the school's expectations relating to bullying.
- Participate in training and development related to decreasing bullying in schools.
- Support students to be effective bystanders.
- Be alert and proactive and support students that are nonverbal or do not understand that they are being bullied.
- Teach students about the impact of bullying and give them a range of strategies to use if bullying occurs.

Family responsibilities:

- Families will support the school in maintaining a safe and supportive environment by keeping school informed of concerns about behaviour, their children's health issues or other matters of relevance.
- Communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise.
- Follow up on concerns and, if necessary, contact the Education Office/Parent Complaints if the concerns are not resolved following intervention by the principal.

All incidences of bullying, harassment, violence must be documented and recorded accurately, appropriately and timely. ED155's are used to record incidences of bullying, harassment and violence.

Documentation

At Port Augusta Special School the following documentation processes will be used to monitor and collect data

- EDSAS recording of incidents
- Student behaviour incident sheets for individual students
- Grievance procedures – includes students involved at each stage of the incidents
- Use of restorative justice practices
- Communication with parents

Training and Development

Professional learning will be provided to staff in practices to help prevent and intervene in incidents of bullying, harassment and violence.

Distribution

All staff will be provided with a copy of the policy and it will be included in the Staff Handbook. Parents will be able to access the policy via the school website. A copy of the policy will be provided to parents/carers at the beginning of each year.

Additional Resources and Information

More information can be found at the following places

- www.bullyingnoway.com.au

- DECD Parent Help Line: 1800 222 696
- Kids Help Line: 1800 551 800— kidshelp.com.au
- Child and Youth Health Parent Help Line: 1300 364 100
- Safer DECD Schools - For more information on Cyber Bullying and Safety, please refer to the following websites:
- Cyber Safety: Keeping Children Safe in a Connected World (<http://www.decd.sa.gov.au/speced2/pages/cybersafety/>)
- Cyber Bullying, e-crime and the protection of children and young people •(<http://www.decd.sa.gov.au/speced2/pages/bullying/researchIniatives/?reFlag=1>)
- ACMA's (Australia Communication and Media Authority) Cyber {smart} Website (www.cybersmart.gov.au)
- A Parents guide to Internet Safety—Australian Government—www.netalert.net.au

REVIEW

The policy will be reviewed annually by staff in consultation with students and families.

Review Date: February 2019