 Against Bullying Policy

**Definition**

Bullying is repeated verbal, physical, social or psychological pattern of behaviour, by a person or group directed towards another person or group that is intended to cause or results in harm, distress, humiliation or fear.

**Aims**

The College aims to create within the school community an affirming climate that supports the school values of respect, responsibility and excellence through:

- Ensuring that everybody within the school community is aware of what bullying entails and that it is unacceptable and that we all have the responsibility to stand up against it.
- Developing structures and practices that support the individual student and all members of the community, including parents.
- Integrating Restorative Practices to the school and providing support to both targets and perpetrators.
- Promoting resilience in all students and enabling students to learn from their mistakes and resolve problems with others.

**Forms**

Verbal or written abuse eg. name-calling, jokes, teasing, putdowns, sarcasm, threats, displaying offensive notes.

Physical eg. hitting, punching, kicking, tripping, book spilling.

Sexual harassment- unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation.

Homophobia and other hostile behaviour towards students relating to gender and sexuality.

Discrimination, including racial discrimination - treating people differently because of their identity.

Cyberbullying- either online or via mobile phone.

Indirect bullying- eg. Inciting others to assault someone, spreading malicious rumours, deliberate exclusion from a group or activity, removing and hiding belongings.
Against Bullying Policy, Continued

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

If a student experiences any of the above, they are encouraged to problem solve, using their parents, peers and teachers as support.

At Diamond Valley College

We aim to foster a supportive and caring environment where staff, students and parents need to work together to address anti-social behavior, such as bullying and harassment, as a whole school approach. It is the role of teaching staff, support staff, fellow students and parents to educate one another on acceptable behaviour, as not adhering to this can have damage the reputation of our whole school.

Guide for Parents

If your child has been involved in a bullying incident (as either the target or perpetrator), you could:

- reassure your child and discuss ways to understand and problem solve the issues
- encourage their child to speak with a trusted member of staff
- discuss the school’s anti-bullying policy and other relevant bullying resources, such as, [www.education.vic.gov.au/about/programs/bullystoppers/](http://www.education.vic.gov.au/about/programs/bullystoppers/) with your child
- contact the Coordinator as soon as possible
- **not contact** parents/guardians of the other student/students involved (not advised by the school in the majority of instances)
- understand that the resolution of the situation may take time
- monitor your child’s progress
- encourage your child to speak openly with you and to look at positive strategies to deal with his/her feelings. The Student Wellbeing Coordinators may be able to help with this.
- If Cyber Bullying has occurred; keep an electronic record by saving or printing out messages or keeping screenshots and noting the time and date of the incident. You could also inform your ISP or mobile phone carrier of any abuse of technology. Encourage them not to retaliate online, rather block the offensive person/s and take a break from social media, until the situation is resolved.

Helpful Resources for Cyber bullying are:

www.cybersmart.gov.au
www.bullyingnoway.com.au
www.netalert.gov.au

Guide for Students

Students are required to follow these recommendations:

- Refuse to be involved in any bullying behavior
- Accept and appreciate difference
- If something doesn’t feel, sound or look okay, stand up to it by either saying something yourself or discussing with an adult – It’s not okay to be a bystander.
- Attempt to resolve conflict using ‘RISC’ strategies where appropriate (what is this where can it be found)
- Document any incidents of bullying that you experience (including those you witness)
- Do not retaliate with the same or similar bullying behaviour
- Seek support from a trusted adult – parent or teacher
- Report incidents or suspected incidents to a member of staff.
- Do not be a silent witness, have the courage to speak out, stand up for your rights and the rights of others

Guide for Staff

Refer to Bullying and Harassment Process Policy for Staff

Review by School Council August 2017 or before if necessary.