

HUNTERS HILL HIGH SCHOOL

POLICY ON ANTI-BULLYING AND NON-HARASSMENT

WAYS TO HELP STUDENTS WHEN DEALING WITH HARASSMENT OR BULLYING

1. Use protective actions: stay in groups in the playground; avoid the out of bounds areas and stay in sight of an adult.
2. Never allow yourself to be drawn into harassing others as this could lead to retaliation against you.
3. Never pass on gossip as this can be hurtful to others and make them angry with you.
4. Resolve conflict with calm words and try for a win / win outcome. Leadership involves compromise.
5. Be a positive "bystander" i.e. verbally and non-verbally discourage others involved in bullying and harassment.
6. Offer support for the victim and actively encourage the victim to seek support from appropriate staff.
7. Talk to your parents / carers about what is happening to you.

All school staff at Hunters Hill High School support the Policy on Anti-Bullying and Harassment.

PEOPLE WHO CAN HELP

The following staff members can especially help in the dealing with issues of harassment or bullying:

Deputy Principals:	Michael Murphy Michael Walkom
Year Advisers:	Years 7 - 12
Counsellor:	Elizabeth Shelley

HUNTERS HILL HIGH SCHOOL ANTI-BULLYING AND NON-HARASSMENT POLICY

At Hunters Hill High School, all students and staff have the right to learn and work in a safe and secure environment. This school believes that bullying is an unacceptable behaviour that will not be tolerated. It is the responsibility of the whole school community to ensure that bullying, including harassment and discrimination, does not occur.

HHSS POSITION ON BULLYING AND HARASSMENT

- Our school community serves to support an environment where it is not acceptable to bully or harass.
- Our school community supports a culture that says it is OK to report incidents of bullying and harassment. In such an environment, the cycle of silence about bullying can be broken.
- Our school community recognizes that the student, parents, school staff and community members can tackle bullying and harassment in a consistent and systematic manner. Appropriate structures, policies and practices are in place to deal with day-to-day incidents of bullying and harassment.

SAY NO!

You can make a stand and say NO to bullying and harassment. If you need help, follow the strategies in this booklet or talk to the contact people on the back page.

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WHAT IS BULLYING AND HARASSMENT?

- Bullying is persistent (ongoing) unwanted behaviour designed to make another person feel concerned or afraid.
- It can be hitting, punching, pushing, kicking or anything that physically harms anybody else. It is behaviour that is unwanted, unasked for and repeated against a person or persons.
- Harassment is very much like bullying. It is behaviour that offends, humiliates or intimidates you. It targets you because of your sex, race, disability, homosexuality, transgender or age.

TYPES OF BULLYING AND HARASSMENT

CYBER HARASSMENT

- Unwanted, rude or aggressive text or phone messages
- Hurtful comments or photographs or video sent by email, MSN, social networking sites, chat-lines or the internet
- Taking photographs or videos without a person's permission

EXCLUSION

- Leaving others out, because you don't like them

PHYSICAL HARASSMENT

- Punching
- Hitting
- Kicking
- Fighting
- Unwanted physical contact

RACIAL HARASSMENT

- Stand over tactics
- Humiliating people
- Jokes / name calling

SEXUAL HARASSMENT

- Teasing others about the size or shape of their body
- Calling people rude / sexual names
- Suggestive talk and gossip

THREATS

- Forcing others with threats
- Stand over tactics

VERBAL HARASSMENT

- Name calling
- Offensive language directed at a person or persons
- Teasing others about their appearance, gender, race or religious beliefs

VISUAL HARASSMENT

- Graffiti or other offensive pictures
- Offensive clothing

COMPLAINT PROCEDURES FOR INCIDENTS OF BULLYING AND HARASSMENT

STEP 1: All students should ensure that they have clearly said "NO" to whatever form of bullying or harassment they have encountered

STEP 2: If the behaviour persists, the student or groups of students, teaching and non-teaching staff or parents make an initial contact with a preferred member of staff such as the Year Advisor, School Counsellor, Executive Staff or teacher.

STEP 3: The staff member completes an Incident Report with both the victim and the bully. All actions are documented. Possible parent contact may occur at this stage at the discretion of the interviewer. All incidents of bullying at this point are identified to staff members at Staff meetings for their information and Duty of Care responsibilities.

STEP 4: The case is reviewed at a predetermined time (usually one or two weeks later) and the outcomes are documented.

STEP 5: If the incident remains unresolved, or it is very serious, the matter is referred to the Deputy Principal and/or the Principal for action. Parental contact is recommended. The bully will be interviewed and disciplinary action is to be implemented.

STEP 6: The incident proceeds within the confines of the Discipline System, with suspension being an option should there be no resolution of the complaint.

The Bullying incident Package involves a series of confidential interviews based on an intervention strategy devised by Professor Anatol Pikas called the Method of Shared Concern. Basically, it is a method of dealing with bullies that avoids an accusatory approach. It deals with bullies as individuals and aims to move the bully towards behaving responsibly as an individual.

The method aims not only at helping victims but also aims at changing attitudes of children who join in group bullying. If the group members are re-individualised, as Pikas suggests, they will begin to act responsibly and change is more likely to be lasting, not merely maintained by surveillance.