BULLYING & HARASSMENT PREVENTION POLICY

1. RATIONALE

The wellbeing of our students is paramount at Gleeson College. Every student within our school has a right to feel safe and protected against all forms of harassment/bullying by others.

Harassment may be defined as actions and/or words which cause hurt, discomfort, offence, fear, insecurity, embarrassment or humiliation. This includes the use of digital media or electronic communication, commonly known as cyber bullying.

Bullying (including cyber bullying) is defined at Gleeson College as the repeated and deliberate harassment verbal, physical, social, emotional or psychological, of another person which causes harm.

2. AIMS

2.1. To foster positive relationships and promote personal responsibility.

2.2. To ensure appropriate responses, consequences and skill development for students who violate this policy.

2.3. To provide support and skills development for those who have been subject to harassment/bullying.

2.4. To help students to concentrate on their primary task of quality education and personal development while at Gleeson College without the fear of harm from others.

2.5. To promote justice and equity within Gleeson College.

3. BROAD POLICY

Harassment of any kind is not only illegal (various State and National laws) but is contrary to the values and general philosophy of Gleeson College. Any such behaviour will be treated as a serious infringement of the mission, aims and rules of Gleeson College.

4. GUIDELINES

These guidelines apply to harassment and bullying which occurs within the jurisdiction of the college, when students are under the care and control of Gleeson College staff and whenever students are representing Gleeson College. With regards to matters occurring outside of this jurisdiction, the college will exercise its duty of care to all parties involved with support and safety plans whilst within the care of the college.

4.1. This policy covers a spectrum of possible situations from harassment caused by general lack of awareness towards the feelings of others through to deliberate premeditated abuse. As such, in the first instance, Gleeson College will generally use a restorative approach, with a set of graduating consequences being applied according to the repetition and nature of the harassment.

4.2. Support for families regarding harassment/bullying behaviour that is occurring outside of school hours on digital devices or in person may be found through relevant platforms, such as:
- the Office of the e-Safety Commissioner (https://www.esafety.gov.au/)
- the South Australian Police (https://www.police.sa.gov.au/your-safety/scams-and-cybercrime)
- Kids Helpline 1800 55 1800 24 hours a day, 7 days a week. www.kidshelp.com.au
- Bullying No Way! www.bullyingnoway.com.au
- NetAlert www.netalert.net.au
- Think U Know www.thinkuknow.com.au
- Child and Youth Health www.cyh.com.au

Information sharing by families is encouraged.

4.3. **First instance** - staff will interview those involved and follow restorative processes to resolve the matter. A record will be made on the Learner Management System (LMS) and in those cases where the nature of the harassment is substantial, the parents of all those involved will be notified of the interview having taken place.
Communication with parents will be maintained throughout this process.

4.4. Repeat offenders – If harassment continues then it is assumed to be deliberate. Any negative comments towards or treatment of the person originally being harassed will be treated as deliberate bullying and will be referred to the Assistant Principal Student Development and House Leader. Parents of all parties will be informed. The Assistant Principal Student Development, House Leader and the parents/caregivers of the student involved will meet and the following consequences may apply:

Second reported incident – Isolation/suspension for a period of time. Parents/Caregivers will be requested to come to school for an interview with the House Leader and/or Assistant Principal Student Development and/or Deputy Principal and/or Principal. Further restorative actions/conversations to resolve the matter and proactive check-ins with both victim and perpetrator.

Third reported incident – External suspension for a period of time. The student's place at Gleeson College may be subject to review by the Principal. Return to Gleeson College will only occur with a negotiated re-entry meeting with students and parents/caregivers, which may incorporate further strategies such as a signed behaviour contract, proactive check-ins, further restorative actions/conversations.

5. RELATED DOCUMENTS

This policy is to be read in conjunction with the following:
- Mobile Phones and Other Electronic Equipment Policy (Gleeson College)
- Physical Contact Policy (Gleeson College)
- Use of Electronic Facilities Policy (Gleeson College)
- Responding to Online Safety Incidents in South Australian Schools (Cross Sectorial)

6. BASIS OF DISCRETION

6.1. The Principal, using personal discretion and/or after taking advice, may choose to depart from these guidelines in response to particular personal and extenuating circumstances, depending
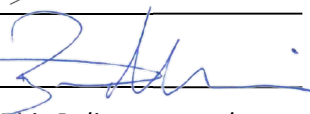
upon the student/s involved and the perceived threat to others in the Gleeson College community. These discretionary decisions will be communicated to all appropriate parties.

6.2. Staff must use their discretion to decide on the seriousness of incidents, particularly those which are "one off" behaviours, and not of a repeated nature.

7. EVALUATION

The House Leadership Team (HLT) is responsible for the evaluation of this policy which will take place every two years. The policy will be considered by members of the Gleeson College Leadership Team as the key team within Gleeson College for Policy Review. They may wish to seek opinions from other staff, parents and students as to the effectiveness of the policy.

Signed _____	Principal or delegate	27/07/2023
Signed _____	Chairperson of Board or delegate	Dated: 2.08.23 _____

This Policy now replaces all previous versions and evaluations of this Policy originally implemented in 2020

Reporting Flowchart

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                          ┌──────────────────┐
            ┌─────────────│      Victim      │─────────────┐
            │             └──────────────────┘             │
            ▼                                               ▼
┌──────────────────────────┐              ┌──────────────────────────────────────┐
│ Incident not reported.   │         ┌───▶│ Incident reported to trusted staff   │
│                          │         │    │ member                               │
│ Victim tells perpetrator │         │    └──────────────────────────────────────┘
│ to stop.                 │         │                      │
└──────────────────────────┘         │                      ▼
     │                  │            │
     ▼                  ▼            │
┌──────────────┐  ┌──────────────────────┐
│ Bullying     │  │ Bullying does not    │
│ stops        │  │ stop                 │
└──────────────┘  └──────────────────────┘
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First Instance*:
Restorative Approach
Parent contact – HLT
Second Instance*:
Isolation/ Suspension
Parent meeting with College Leadership
Third Instance*:
Suspension
Parent meeting with Principal

* Subject to the basis of discretion

Proactive check-ins with victim and perpetrator