



*Respect • Equality • Pride • Integrity • Resilience*

## STUDENT BULLYING AND HARASSMENT POLICY

### Intent

Bullying and Harassment at Golden Grove High School (GGHS) is NOT acceptable. Bullying and Harassment behaviours are not consistent with our school's values of respect, equality, pride, integrity and resilience.

Golden Grove High School takes Bullying and Harassment seriously as it is hurtful and destructive and any reported incidents will be dealt with in a timely and appropriate manner.

At Golden Grove High School, we work with the school community and other services and agencies to support our students in being responsible and productive members of the community.

The implementation of this policy supports the aims of the [Australian Student Wellbeing Framework](#) which promotes student wellbeing, safety and positive relationships so that students can reach their full potential.

### Definitions

#### Bullying

Bullying is **repetitive** behaviour of a person (staff or student) or **group** through **misuse of power**, which **upsets or hurts** another person or persons. A student demonstrating bullying behaviour may try to:

- Hurt the student(s) physically and/or mentally
- Socially isolate or exclude the student(s) from activities
- Make the student(s) feel uncomfortable or hostile
- Say hurtful or humiliating things to or about the student(s)
- **Bystanders** who do not attempt to stop the incident - by doing nothing you are condoning the bullying/harassment

#### Cyber-bullying

Cyber-bullying is a term used to describe bullying that is carried out online using the internet and or mobile devices. Cyber-bullying is often combined with face to face bullying. It may include a combination of behaviours such as:

- Sending insulting text or online messages
- Publishing someone's private information
- Creating hate sites
- Implementing social exclusion campaigns in social networking sites
- Unwanted or sharing sexually explicit content (images, language, etc.)
- Nasty online gossip and rumours

## Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin (**racism**), physical characteristics, gender, gender identity, sexual orientation, and/or 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.

## Homophobia

Homophobic language is any language that uses sexual orientation or sexual identity as a put down. This includes calling someone a faggot, homo, dyke, lessy, or calling a person, object or situation “gay”: to mean something negative. Homophobic language is harassment as it creates a hostile environment and reduces a sense of safety for students who hear this language even if it is not directed at them.

## Sexual Harassment

Golden Grove High School does not tolerate any form of sexual harassment. Section 87 of the Equal Opportunity Act (1984) defines sexual harassment as:

*It is unlawful for a person who works for an educational authority to subject a student of the educational authority, or a person applying to become a student of the educational authority, to sexual harassment while in attendance at a place in connection with the student's education or the applicant's prospective education or in circumstances where the person was, or ought reasonably to have been, aware that the person was a student, or a person applying to become a student, of the educational authority.*

Further, the Equal Opportunity Commission defines sexual harassment and the actions/conduct that may constitute this. Please click on the link for further details. [Sexual harassment | Equal Opportunity](#)

Allegations of sexual harassment made to any member of Golden Grove High School (staff/employee) will be reported through the Incident Response Management System (IRMS), within 48 hours, in accordance with the Department for Education's procedure for reporting critical incidents and injuries.

The Principal (or delegate) will be responsible for the investigation of allegations of sexual harassment of a student in collaboration with SAPOL and Department for Education Incident Management Team as appropriate.

The identity of the discloser of an allegation of sexual harassment will be kept confidential throughout the investigation of such an allegation/s to the furthest extent possible

- I. If it is necessary to reveal the identity of the discloser, where possible the discloser's consent to being identified will be sought and the purpose for which the disclosure is required will be made known to the discloser
- II. If consent is not provided, Golden Grove High School and/or the Department for Education retain the right to disclose the identity of the discloser notwithstanding the guiding principle that where possible, the discloser's identity is to remain confidential. For example the identity of the discloser may need to be revealed if it is necessary to properly investigate the allegations or to ensure the wellbeing of the discloser or other persons or if disclosure is required by law e.g for mandatory notification purposes

If there's a complaint about sexual harassment by an employee or student, we will:

- treat the complaint seriously
- take action to respond and resolve the complaint
- support the person who is being harassed
- let the person who is being harassed know where to go to get help
- maintain confidentiality around the complaint.

The learning and wellbeing of the reporting student will be monitored and appropriate supports will be offered. The reporting student cannot be required to participate in an investigation by the Principal (or delegate). No adverse action will be taken against the students and/or parent that raises a complaint of sexual harassment in good faith against a staff member or employee of the school.

## Strategies for Dealing with Harassment / Bullying

There are many ways of dealing with harassment and bullying and each way is different for every individual and/or situation. Some examples are:

- Ignore it and walk away
- Tell the person who is bullying you to STOP – use a strong and confident voice (assertive) – stay positive
- Deflect with humour, show it does not upset you
- If you feel safe, talk with the person who is bullying you to sort out the problem. If you feel scared, ask a friend to come too
- DO NOT try and get back at them, as you can get into trouble too.

If it is happening online or your phone:

- DO NOT respond to the messages
- Save any online messages and posts and show an adult
- Block the person on the mobile device or social network
- Report to the relevant social media platform ie Facebook, Snapchat, or [e-Safety Commission](#)

Note: If the harassment/bullying continues it is advisable to inform your parent/caregiver or a trusted adult.

If the harassment continues outside of school time, consider contacting the Police on 131 444.

## Signs of a Student Being Harassed or Bullied

Students who are being harassed or bullied may not talk about it with their teachers, friends or parents/caregivers for fear of making things worse.

This is why teachers and parents have an important part to play in helping the school and student deal with bullying. A change in behaviour in students may be a signal that they are being harassed, bullied or have some other concern.

Signs include:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide

Signs of a student harassing/ bullying others:

- Get into physical or verbal fights,
- Have friends who bully others,

- Are increasingly aggressive,
- Get sent to the focus room,
- Have unexplained extra money or new belongings,
- Blame others for their problems,
- Don't accept responsibility for their actions,
- Are competitive and worry about their reputation or popularity.

### **Guide for Parents/Caregivers – What to do if my child is being harassed/bullied?**

You need to consider what you know about your child and the details of the situation to make the best decision for your child.

Let your child know that you will take the harassment/bullying seriously and that you can help them to report it to the school.

Tips:

- Stay calm and positive
- Talk with your child
- Do not advise your child to fight with the other child
- Report the harassment/bullying to the school
- Seek help for your child to develop his/her social skills

The strategies mentioned above for dealing with harassment/bullying also applies to dealing with cyberbullying. You can teach your child how to be safe on line, as well as supervising and restricting access to technology.

If the bullying or harassment is occurring outside of school, please report to the Police on 131 444 in the first instance.

### **Useful Websites for Students and Parents**

[www.kidshelp.com.au](http://www.kidshelp.com.au) [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

[www.takeastandtogether.gov.au](http://www.takeastandtogether.gov.au)

[www.stopbullyingnow.gov](http://www.stopbullyingnow.gov)

[www.cybersmart.gov.au](http://www.cybersmart.gov.au)

[www.reachout.com](http://www.reachout.com)

<https://esafety.gov.au>

## How bullying and harassment are dealt with at GGHS?

