



RICHMOND HIGH SCHOOL

Anti-Bullying Policy

Policy Statement

Bullying is unacceptable at Richmond High School. Every person who attends Richmond High School has the right to attend school every day and experience a day free from the fear of bullying, harassment and intimidation.

What is Bullying?

Bullying can be defined as intentional, repeated behaviour by an individual or groups of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying behaviour can be:

- **Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults threats.
- **Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting.
- **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures.
- **Psychological** e.g. spreading rumours, dirty jokes, hiding or damaging possessions, making threats, using information technologies (such as mobile phones, email and social networking websites) to post messages with a bullying intent, inappropriate use of camera phones, including posting or sending photos with the intent to bully.

What can students expect?

Students can expect to:

- know that their concerns will be responded to by school staff.
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour).
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.



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Who is Responsible?

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity.
- follow the school Anti Bullying Plan.
- Report incidents of bullying according to the school plan.

Schools have a responsibility to:

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground.
- inform students, parents, caregivers and the community about the School Discipline Code or School Rules and Anti-bullying Plan.
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers.
- provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour.
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children.
- follow up complaints of bullying, harassment, intimidation and victimization.

Teachers have a responsibility to:

- respect and support students in all aspects of their learning.
- model appropriate behaviour.
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

Strategies to Prevent Bullying

Richmond High School has a range of strategies in place to give students an understanding of bullying and to teach skills to deal with bullying. Some of these strategies specifically address cyber bullying.

At Richmond High School all students are expected to be Safe, Respectful Learners. These three core values underpin all areas of school life, including expected behaviours related to bullying and cyber bullying.



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Proactive strategies to address bullying include all members of the school community and are scheduled into the school calendar. Some of these strategies included:

- Peer Support program
- Conflict Resolution Program
- Anti-Bullying Program
- Pastoral Care – Teachers, Student Advisors, Counsellor and outside agencies
- The “Hands Off” behaviour policy
- PDHPE - involves all junior years
- Peer Mediation
- Responsible Bystander Behaviour program
- Drama performances by Brainstorm Productions
- Cyber bullying information sessions for parents and Year 9 students
- Police talks to Year groups about students being safe, respectful cybercitizens

Strategies to Deal with Bullying

All incidents of bullying at Richmond High School are dealt with quickly and efficiently.

Physical bullying

- The “Hands Off” policy is aimed in ensuring a non violent response to any confrontation situation between students. All actions which breach the “Hands Off” policy will incur serious consequences which may include:
 - formal caution.
 - detention.
 - suspension (short and long).

Non physical bullying

- Include incidents such as:
 - name calling or malicious gossip (including mobile phone and internet communication).
 - threatening behaviour and physical intimidation.
 - interfering with others belongings.
 - written material.
 - Cyber bullying.

These incidents will be dealt with at a variety of levels depending on severity.



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What should we do if we are being bullied or if we see others being bullied?

All reports of bullying will be taken seriously and handled in a sensitive manner. If bullying occurs the actions outlined below should be taken:

Students

- Tell someone – the most appropriate person is the teacher responsible for you at the time of the incident eg. Classroom teacher, playground teacher.
- Talk to your Student Advisor or the Counsellor
- Where the bullying involves a serious assault, you should immediately report the incident to either the Deputy Principal or Principal.

Staff

If a student reports bullying or you witness bullying incidents yourself, it is suggested that:

- You listen to the student and acknowledge the seriousness of the incident. Offer the student the opportunity to write a statement no matter how trivial the incident may at first appear.
- Inform the Student Advisor or Head Teacher Welfare.
- Where the bullying involves a serious assault, you should immediately report the incident to either the Deputy Principal or Principal.

Parents/Caregivers

- Encourage your child to discuss any bullying and offer them strategies to help them manage any further incident.
- Discuss this policy with students and encourage them to follow the correct procedures.
- Contact the school if your child's efforts to deal with bullying do not appear to be working. The first contact should be with the Student Advisor.
- When the school's attempt to deal with reported bullying and victimisation do not appear to be working your assistance will be sought. In cases of serious physical bullying you will be automatically involved.



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Bystander Behaviour

At Richmond High School we encourage students to take responsibility for finding solutions to bullying issues. Students are encouraged to act appropriately and actively as bystanders:

- Be a part of the solution, not part of the problem
- Don't join in the bullying
- Show the bully you disapprove
- Speak up for the person being targeted
- Offer support to the person being targeted
- Seek adult help if nothing is working

Cyber bullying

Cyber bullying is bullying that is carried out through an internet service, such as email, chat room, discussion group or instant messaging. It can also include bullying through mobile phone technologies such as short messaging service (SMS), in-phone cameras, social network sites.

Dealing with Cyber bullying

- Ignore it. Don't respond to the bully. If they don't get a response they may get bored and go away.
- Block the person.
- Tell someone. Tell an adult you can trust.
- Keep the evidence. This can be useful in tracking the bully. Save texts, emails, online conversations or social pages as evidence. It may be necessary to print the evidence before it is deleted.
- Report the bullying to:
 - The school, if it is related to the school. School bullying policies also apply to cyber bullying when there is a link to the school, or it occurs during the school day.
 - The website administrator.
 - The police. Cyber bullying is a crime. If there is a threat to your safety and wellbeing the police will help.
- Don't forward or respond to any messages. Even though you are not the bully, you will be seen as part of the cyber bullying cycle.