

What happens when Bullying and Harassment is reported?

If you are being bullied or harassed, it needs to be addressed at the time it is happening or it may continue. The boxes below highlight a series of steps for students and the school to undertake

Students and school can start at Steps 1, 2 or 3, depending on the behavior and intent.

Students

The school will

Step 1

Recognise bullying/harassment is occurring

Speak to the perpetrator(s) and call out the bullying. Eg. "That is harassment and you need to stop."

If it doesn't stop, move to the next step

Step 2

Recognise the bullying/harassment is still occurring.

Acknowledge further action needs to be taken.

Speak directly with your HG teacher, Year Level Coordinator or the counsellors and report your experience and concerns

Step 3

Allow some time for the school staff to intervene to stop the bullying

Monitor and report any further experiences of or concerns about bullying

Step 1

School staff will speak with the student(s) involved and record what has happened.

A range of responses can occur, depending on the individual situation.

Responses include: telling the perpetrator(s) to stop, informing parents/caregivers, counselling, mediation, disciplinary action, monitoring the situation.

Step 2

School staff will review the steps taken in response to the bullying incident.

Consequences will be applied and may include suspension and/or exclusion.

Further support will be required for the student who has experienced the bullying.

Monitoring continues to ensure the bullying and harassment has completely stopped.

At UAHS the behaviour you choose should not prevent other students from learning or teachers from teaching. You take personal responsibility for behaviours and actions. Your behaviour should be based on UAHS values.

Further information

Useful websites you may wish to visit:

Students

www.bullyingnoway.gov.au

www.kidshelp.com.au

www.headspace.org.au

www.beyondblue.org.au

Parents

www.authentic happiness.sas.upenn.edu

Telephone numbers

Kids Helpline: 1800 551 800

Child and Youth Health Parent Helpline:
1300 364 100



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Urrbrae Agricultural High School



Anti-Bullying Policy



Government of South Australia
Department for Education

Policy statement

Urrbrae Agricultural High School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

Definitions

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group. Bullying can have long term effects on those involved, including bystanders.

Harassment

Harassment is any deliberate behaviour that targets and offends, intimidates or humiliates an individual or group.

Violence is the intentional use of physical force or power, threatened or actual, against others that results in physical harm or injury.

Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex, or disability.

Cyber-bullying is bullying which uses e-technology as a means of victimizing others. It includes the use of e-mail, SMS or social networking sites with the intention of intimidating, controlling or humiliating another person.

Sexual harassment is unwelcome sexual behaviour that's offensive, humiliating or intimidating. It can be written, verbal or physical, and can happen in person or online.

Language, that is directed at another person that causes that person harm, typically in an emotional or psychological sense.

How and when to report bullying

Bullying should be reported to any trusted adult.

This includes any staff member, or a family member who can help students report it at school. **Bullying can also be reported to a peer leader**, who can help students report it to a staff member. The diagram at the back of this pamphlet gives more information about how to report bullying.

Bullying should be reported as soon as it is of concern. Once bullying is reported to staff at school, they can help to stop it happening again.

How to recognize a student being bullied

Signs that a student is being bullied can include:

- A sudden change in attitude toward school and a significant drop in grades.
- Unexplained cuts or bruises with the possibility of changes in eating habits or sleep patterns.
- Changes in social patterns, mood swings, increasingly agitated, angry outbursts or other emotional changes.
- Persistent requests to stay home because of hard-to-prove illnesses such as stomach aches or headaches.

Bystanders

Witnessing, but not being directly involved in, a bullying / harassment incident can also be challenging. In this situation you are a bystander and required to respond. A bystander who does nothing to stop or prevent the bullying can add to the harmful impact felt by the person being bullied. It is a bystander's responsibility to either call out the bullying / harassment by challenging the perpetrator(s) or reporting it to a trusted adult. Before bystanders get directly involved, they need to look at the situation, and also keep themselves safe.



Responsibilities which enable the Urrbrae school community to work together to stop bullying

The Principal oversees the development and maintenance of all policies and procedures relating to bullying, harassment, and violence. The Principal ensures that staff use the policies and procedures and that the school community is aware of them.

The staff promote cooperative and productive relationships between students, staff and parents, including through the pastoral care program. The staff use the anti-bullying policy and procedures.

Students behave respectfully towards other members of the school community, and understand the individual rights of community members. Students actively engage in developing personal skills and strategies to establish, manage and maintain relationships with others.

Parents work cooperatively with the school community in responding to inappropriate behaviour which violates the right of others.

