

ORBOST SECONDARY COLLEGE ANTI BULLYING POLICY

Rationale:

Orbost Secondary College will provide a positive culture where bullying is not accepted, and in doing so, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure at all times.

Aims:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To alert everyone within the school community of the signs and evidence of bullying and to ensure bullying is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying (and cyber-bullying) are followed up appropriately.
- To seek parental and peer-group support and co-operation at all times.

What is Bullying?:

A person is bullied when someone or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying where bullies have more power at the time due to age, size, status or other reasons. People who use the internet, email, intranets, phones, social networks or similar technologies to bully others are cyber bullies.

Types of Bullying Behaviour:

Types of bullying behaviour may include:

- **Verbal or written abuse** – such as targeted name-calling or jokes, or displaying offensive posters.
- **Violence** – including threats of violence.
- **Sexual harassment** – unwelcome conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation.
- **Homophobia** and other hostile behaviour towards students relating to gender and sexuality
- **Discrimination including racial discrimination** – treating people differently because of their identity
- **Cyberbully** – either online or via mobile phone.

What is Not Bullying?

Some behaviours, which, although they might be unpleasant or distressing, are not bullying. For example:

- **Mutual conflict** – which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **Single-episode** acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **Social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Implementation:

Parents, teachers, students and the community will be made aware of the types of bullying and its legal and hurtful ramifications. Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying and will be provided with Professional Learning to support Anti-Bullying.

Evaluation: This policy will be reviewed as part of the school's three-year policy cycle.

School Council President

Principal

This Policy was last ratified by School Council in....

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