



Anti- Bullying and Harassment Policy

Mission Statement

To provide a safe and supportive environment for all at Upper Coomera State College, free from bullying and harassment.

Underlying values and principles

- Everyone has the right to feel safe, valued and respected in the school environment.
- A collaborative approach, involving all relevant stakeholders, should be adopted for the development and implementation of non-violence programs.
- There must be acknowledgement and understanding that bullying is affected by the broader social issues such as race, culture, gender, and sexuality.
- A definition of bullying should incorporate a holistic view of physical, social, psychological, and verbal bullying.

Definition

Bullying is repeated oppression, psychological or physical, to obtain power over others. It is quite deliberate and persistent. It can occur through manipulation or electronically.

School bullying behaviours may include:

- Physical behaviours (e.g. striking, kicking, gestures, damaging or taking belongings.)
- Verbal behaviours (e.g. name calling, teasing, insulting, racist remarks.)
- Emotional/psychological behaviours (e.g. spreading rumours, exclusion from social group, persistent mockery, manipulation of friendship group.)

Harassment is often used to describe negative behaviour toward someone on the basis of difference.

Harassment behaviours are directed toward someone on the basis of difference such as:

- Gender
- Racial background
- Religious or cultural beliefs
- Sexual orientation
- Ability and disability
- Socio-economic status

Bullying/harassment behaviours are not tolerated at Upper Coomera State College. Any person, who chooses to bully/harass anyone else, is also choosing serious consequences.

Bullying can affect people for life. We need to report it so it can be dealt with effectively.

Our aim is to teach positive behaviours and values such as caring for others, including others, and accepting difference, which helps to develop a safe, caring, and friendly school community where bullying is reduced.

Strategies and Processes

The college community will address the needs of individuals who are victims of bullying, or perpetrators of bullying by:

- Utilising processes that do not further alienate or over-identify individuals who are victims or bullies. This incorporates the issue of confidentiality.
- The provision of programs and individual counselling for victims and bullies.
- Ongoing training of, and dissemination of information to, all relevant stakeholders (including students, parents and teachers) on ways to identify, approach and address the issue of bullying.
- Provision of ongoing support to already established programs such as Student Development Programs, The better Buddies Program, and The Virtues Program™ (Upper Coomera State College's whole college proactive approach to character education).
- Further developing appropriate intervention strategies that include individual, group, and whole college initiatives.

Procedures

When bullying has occurred:

- Incident is reported to a teacher, or support specialist.
- A statement may be made verbally, or in writing as an incident report, / perhaps 'a hassle log' has been filled out.
- The incident will be treated seriously, heard, and investigated.
- Options will be presented in support of the victim (e.g. mediation, buddy system, and counselling) to assure that the bullying will be addressed.
- The bully will be counselled and assisted to change their behaviour (e.g. the 'no blame' approach, anger management and conflict resolution program, 'The Work It Out Place' – junior school, guidance officer, behaviour, and administration counselling).
- Resistance to behaviour change and repeated offending by the bully will lead to consequences ranging from detention, through suspension, to exclusion (as outlined in the behaviour management plan).
- The college staff will work with parents of both the victim and the bully to establish joint strategies for behaviour modification.
- Incident reports will be kept in the bully's file.

**Don't stand by and allow bullying to happen
at Upper Coomera State College.**

**The whole College Community is responsible
for the elimination of bullying/harassment.**