



ANTI-BULLYING and HARASSMENT POLICY

Vision

Berrinba East State School aspires to be an environment free of bullying, discrimination and harassment. We aim to develop the ability of all members of our school community to be resilient, empathetic and to engage in appropriate self-protective behaviours. Berrinba East State School acknowledges that all stakeholders within the school community have a responsibility to achieve this vision.

School Definition of Bullying and Harassment

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a misuse of power in a relationship.
- It is ongoing and repeated.
- It involves behaviours that can cause harm.

Behaviours that do not constitute bullying include:

- Mutual arguments and disagreements (where there is no power imbalance)
- Not liking someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence.

However, these conflicts still need to be addressed and resolved.

Responsibility of the School	Responsibility of Staff	Responsibility for Students	Responsibilities for bystanders	Responsibility for Parents
<ul style="list-style-type: none"> ○ To make every effort to create a safe and supportive school environment for all students. ○ To embed inclusive practices in all aspects of the school. ○ To communicate efficiently and effectively when made aware of an allegation of bullying and/or harassment. ○ To engage responses outlined in the Berrinba East State School Responsible Behaviour Plan for Students to address students responsible for behaviour perceived as bullying and/or harassment. These responses can include suspension or exclusion. ○ To provide support and intervention strategies for all students involved in incidents of bullying and/or harassment (including both victim and perpetrator). ○ To provide support and resources to staff to explicitly teach expected behaviour, appropriate responses and the skills of empathy (kindness), gratitude and mindfulness. 	<ul style="list-style-type: none"> ○ To create a safe and supportive classroom environment for all students. ○ To embed inclusive practices within all aspects of their teaching. ○ To actively listen to and investigate all student and/or parent complaints of bullying and/or harassment. ○ To record all allegations of bullying and/or harassment through Education Queensland processes (OneSchool). ○ To refer all confirmed or suspected instances of bullying and/or harassment to school leadership through the school's behaviour referral process. ○ To contribute to the development, and be responsible for the implementation of support plans for all parties involved in bullying/harassment. ○ To explicitly teach expected behaviour, appropriate responses and the skills of empathy (kindness), gratitude and mindfulness. 	<ul style="list-style-type: none"> ○ To interact with others in a manner that is free from bullying, harassment or violence. ○ Engage in the school's 'High Five' Strategy that involves choosing from a range of options (Ignore, Talk Friendly, Walk Away, Talk Firmly and Report) when encountering bullying and/or harassment. ○ Report all instances of bullying and/or harassment to a staff member. ○ Avoid responding to the bully whether it be in person or on line. ○ Talk to an adult (teacher or parent) who can help stop the bullying and/or harassment. ○ Keep asking for support until the bullying and/or harassment stops. ○ Leave negative online conversations and block and report anyone who is engaging in bullying or harassing behaviour. 	<ul style="list-style-type: none"> ○ At Berrinba East State School we encourage students to be 'Up Standers' when they witness any incidents of bullying and/or harassment. Being an up stander involves – <ul style="list-style-type: none"> ✓ <i>Be a Buddy</i> – this involves providing friendship and support to students who are experiencing bullying and/or harassment. ✓ <i>Interrupt</i> – try strategies to interrupt the bullying and/or harassment. This might include inviting the victim to play elsewhere or by changing the topic of conversation. ✓ <i>Speak Out</i> – this involves an up stander to use their voice and tell the person engaging in bullying behaviour to stop. ✓ <i>Tell an Adult</i> – this involves the up stander reporting incidents of bullying and/or harassment to a staff member. 	<ul style="list-style-type: none"> ○ Listen calmly to your child and get the full story. ○ Contact the school to discuss the concern with the Teacher or Administrative staff. ○ Work collaboratively with the school and respect their processes, actions and findings. ○ Do not approach the alleged perpetrator and/or their family. ○ Reassure your child that they are not to blame. ○ Check in regularly with your child.

Resources

- Berrinba East State School engages the following range of resources to support our actions in achieving our vision of creating an environment free of bullying, discrimination and harassment.
- Bullying No Way website - <https://bullyingnoway.gov.au/>
 - 'Take a Stand Together' App available on the Apple App Store and Google Play
 - Headspace – www.headspace.org.au or 1800650890
 - The Resilience Project - <https://theresilienceproject.com.au/>
 - Kids Helpline – www.kidshelp.com.au or 1800551800
 - Online Bullying – www.esafety.gov.au

