

Preventing and Managing Bullying Policy



Bullying is unacceptable. However, bullying behaviours can be changed. Clarkson Community High School takes an educative approach to managing and preventing bullying. The school prioritises the importance of maintaining an inclusive, safe and supportive educational environment.

Definition of bullying:

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 may involve one or more of the following: (INCLUDING, but not limited to: marginalizing comments/actions toward any minority group ie. racial, cultural, gender, sexuality etc.)

- **Verbal bullying:** Involves the repeated use of words to hurt or humiliate another individual or group.
- **Social/relational bullying:** Involves repeatedly ostracising others by ignoring someone or keeping them out of conversations, convincing others to dislike or exclude an individual or group, spreading rumours, and sharing information or images that may have a harmful effect on the other person.
- **Physical bullying:** Includes violent actions towards another person which involves hitting, pinching, biting, pushing, pulling, shoving, damaging or stealing someone's belongings, and unwanted touching.
- **Cyberbullying:** Involves the use of technology to bully a person or group with the intent to hurt them socially, psychologically, or even physically.
- **Bystanding:** Bystanding involves those who are aware of the bullying situation and choose to remain present or involved (active bystander).

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.

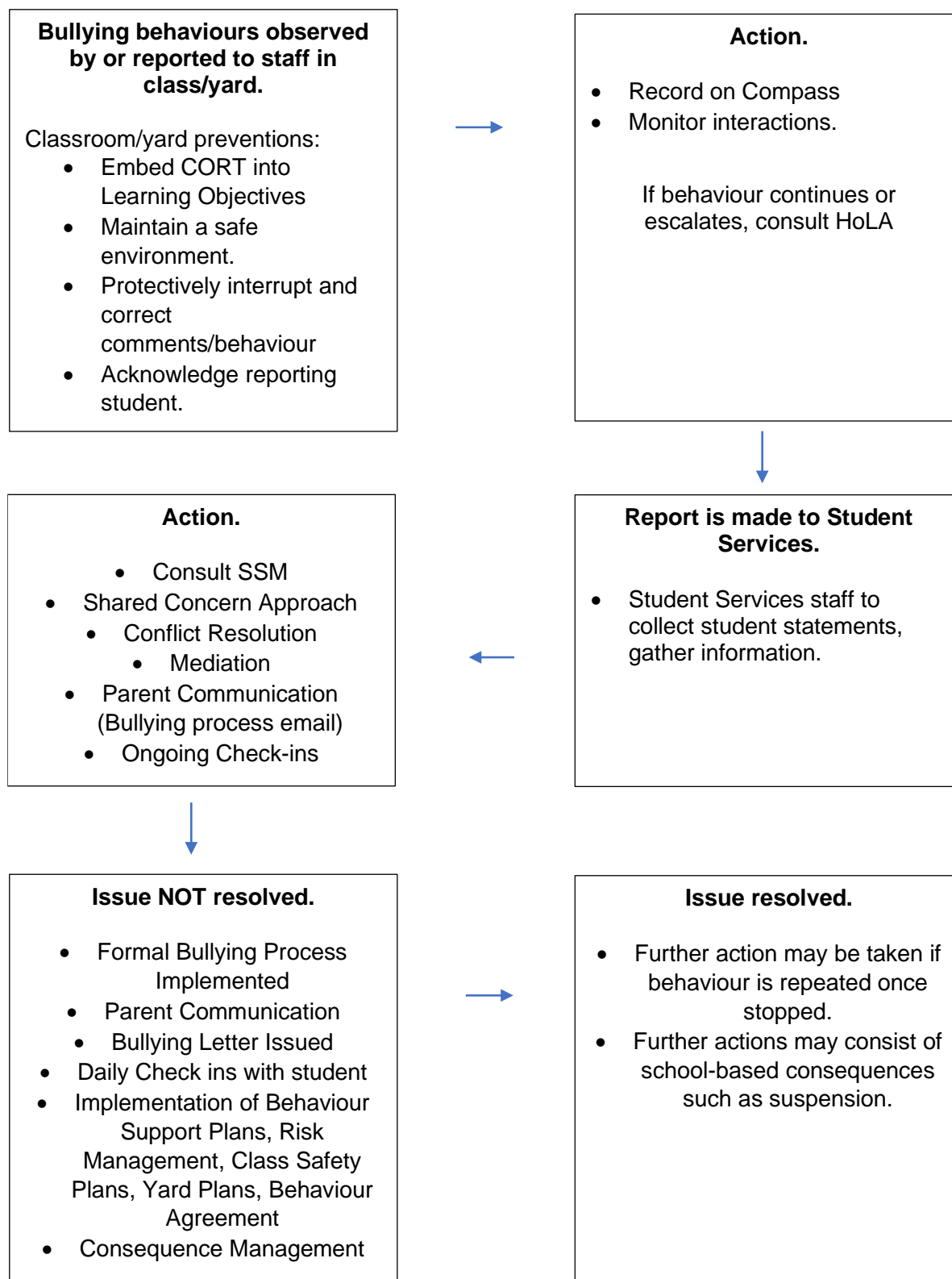
Prevention Strategies:

Teaching staff at Clarkson Community High School implement teaching strategies and classroom management skills that teach and encourage students to become Caring, Optimistic, Respectful and Trustworthy young people. Supportive and inclusive classroom environments are important in ensuring students feel safe, supported, and able to learn.

- **Home Room Programs**
 - Check-in Tuesday focuses on the explicit teaching of the Positive Expected Behaviours in conjunction with our School Values, CORT.
 - Ponder Thursdays focuses on the career and pathway awareness and development for all students.
- **Student Leadership Support** – Student mentors to work with younger students that increases peer relationship and trust within the students.
- **Student Services** – To assist with peer issues and resolve situations before they become more serious.
- **Good Standing Policy** – Students who maintain their Good Standing are invited to participate in reward/extracurricular activities.

Managing and Responding Strategies:

Early identification and effective responses reduce the associated risks and potential long-term harms caused by bullying. When a student reports a bullying concern various actions are implemented to address the issue. The flow chart below illustrates the process and follow up procedures:



Clarkson Community High School – Support

Clarkson Community High School has a range of support networks within the school who are dedicated to supporting students and families.

- Immediate in-class support – Classroom teachers, EA's
- Head of Learning Area (HoLA)
- School Chaplain
- School Psychologist
- Student Support Officer
- Aboriginal and Islander Education Officer
- Community Health Nurse
- Attendance Officer
- Student Services Manager/Program Coordinator

Social Media Conflict & Online Bullying

If a complaint is received by a student or a parent regarding social media conflicts and harassment online that occurs outside of school, parents of all students involved may be contacted. If the issue is on-going and/or is highly inappropriate and offensive, the school will advise the parent/guardians to:

- Keep all evidence of online bullying/harassment or any other type of offensive behaviour. This may involve screen shots or printed transcripts, ensuring this is time stamped.
- Compile this material and deliver it to the appropriate authorities (e.g. Police) for processing.
- Pursue legal advice and take action if required.

Parental Support with social media:

- Ensure your child is aware of how the privacy and security settings work.
- Ensure your child knows how to report a problem and understands how to change his/her password.
- Create an account yourself and be your child's friend.
- Know your child's password.
- Create clear rules and boundaries that supports the use of social media and your expectations as a parent.
- Regularly check your child's social media accounts.

Preventing Bullying is EVERYONE'S Responsibility

What can we do:

Staff:

- Treat all members of the school community with care, respect and acceptance.
- Embed CORT into Learning Objectives and maintain an effective Teaching and Learning Environment.
- Listen, Report, Manage and refer any ongoing bullying to Student Services.
- Ensure clear and transparent communication with families.
- Educate student of the effects of bullying.

Students:

- Treat all members of the school community with care, respect and acceptance.
- Understand that 'it was only a joke' is not an excuse.
- Work openly and honestly with staff.
- Report any bullying issues to classroom teacher or access to Student Services for support.
- Do not act as an Active Bystander

Parents:

- Contact the school if you believe your child is experiencing bullying type behaviour.
- Encourage your child to report any issues to their classroom teacher or yourself.
- Work effectively with the school in responding to and dealing with any bullying.
- Encourage your child to treat all members of the community with care, respect and acceptance.

Additional Resources

<https://bullyingnoway.gov.au/> – Safe and Supportive School Communities (SSSC) Project; Queensland Department of Education, Training and Employment on behalf of the Australian Education Authorities (2018)

<https://www.esafety.gov.au/> – Office of the eSafety Commissioner; Australian Government

<https://cybersavvy.telethonkids.org.au/> – Cyber Savvy; Telethon Kids Institute

<https://studentwellbeinghub.edu.au/> – The Student Wellbeing Hub; Federal Government Department of Education and Training (2017)

<https://www.telethonkids.org.au/our-research/brain-and-behaviour/development-and-education/health-promotion-and-education/friendly-schools/> – Friendly Schools; Telethon Kids Institute

<https://beyou.edu.au/> – Be You; Australian Government Department of Health, Headspace, Early Childhood Australia

<http://thinkuknow.org.au/> – ThinkUKnow Australia; Australian Federal Police (AFP)