Anti-Bullying Policy

PURPOSE

The purpose of this policy is to outline the school's policy on maintaining a safe and positive environment for staff and students, making bullying less likely tooccur, whilst promoting a safe and positive environment for staff and students.

SCOPE

This policy covers anti bullying within the school through any medium. It applies to all students, employees, volunteers and visitors to the school.

DEFINITION

1. WHAT IS BULLYING?

Whilst there is no universally accepted definition of bullying, there is general consensus that bullying behaviour has the following elements:

A desire to hurt; the perpetration of hurtful behaviour (physical, verbal or relational) in a situation in which there is an imbalance of power; the action being regarded as unjustified, typically repeated and experienced by the target of the aggression as oppressive, and by the perpetrator as enjoyable (Centre for Educational Statistics and Evaluation, 2017).

Bullying is a pattern of uninvited on-going behaviour directed by a more powerful person or group to intentionally or unintentionally hurt, injure, embarrass and/or distress a less powerful person or group. Bullying may be physical, verbal, psychological, or social.

Bullying can take many forms, all of which will cause distress. Examples of bullying include:

Physical: Hitting, pushing, tripping, kicking, spitting on others.

Extortion: Threatening to take someone's possessions, food or money.

Verbal: Teasing, using offensive names, ridiculing, spreading rumours.

Non-Verbal: Writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures, facial gestures.

Exclusion: Deliberately excluding others from the group, refusing to sit next to someone.

Property: Stealing, hiding, damaging or destroying property.

Cyber: Offensive/threatening images, offensive/threatening/hurtful comments, rumour spreading via emails, SMS chatrooms etc.

The key features of bullying are that it can:

• causes hurt and distress to the target and others eg/ family;

• be repeated;

• involve the use of power in an unfair way; and

• be toxic to our school community.

Chrysalis School rejects all forms of bullying behaviour including online (or cyber) bullying. Chrysalis School works to provide a safe, inclusive and respectful learning community that promotes student wellbeing. The school requires students to be inclusive and respect to other students, their teachers, school staff and community members, and to not bully, harass, intimidate, or discriminate against anyone in our school.

Bullying is not always instigated by the older or stronger. "Bullying up" is bullying done by the smaller, the younger and the weaker, who either use anonymous means to bully, such as cyber bullying, or overt means to bully, knowing that any retaliation would make the provoked person look like they are the bully.

SYMPTOMS OF BULLYING

For behaviour to be classified as bullying, it needs to involve repeated actions that are intended to cause hurt. Not having friends or not feeling popular isn't necessarily a sign that a person is being bullied. It may simply mean a person lacks inter-personal skills.

There is a difference between bullying behaviour and what can be described as normal interpersonal conflict. The symptoms associated with bullying include, but are not limited to;

• not wanting to go to school,

- change in friends and social activities,

- anger,

- tears,

- depression,

- low self-esteem,

- and a raft of psychosomatic symptoms such as headaches and stomach aches.

Withdrawal and reluctance to "join in" can be a warning sign, as can truancy, misbehaviour and aggressive behaviour. Cuts, bruising, torn clothing, requests for extra food or money as well as a decline in academic performance can also be clues that a student may be suffering from bullying.

Any form of bullying is unworthy of a Chrysalis student and against all that the school stands for. Those who are identified as bullies will be dealt with firmly and may be withdrawn from the School.

2. CYBER BULLYING

Cyber bullying is causing hurt via modern technologies such as the internet and other forms of social media, and through the use of smart phones and other mobile devices. Cyber bullying is a growing problem in society. Modern technologies empower the individual, even the most unlikely of individuals, with an immense capacity to cause harm. It can be an attractive means of bullying for it can, under certain conditions, be carried out with relative anonymity.

Cyber bullying can be particularly damaging because of the capacity it has to humiliate, hurt and harm a person in front of a huge "audience" and the bully can remain anonymous.

A dangerous feature of cyber bullying is that it can be done quickly and easily. On an impulse, a person can create emotional havoc for another and do so before the voice of reason hints at the inappropriateness of the action.

A further problem with cyber bullying is that the bully is often unaware of the extent of the harm they are causing because cyber bullying seldom occurs face-to-face. The feedback is muted by distance so that the bully is protected from an understanding of the awfulness of their behaviour.

The School's anti-bullying policy is equally applicable when using technology. Some examples of cyber-bullying, which are unacceptable at any time, whether at or away from school are listed below. In extreme cases, this kind of bullying may be referred to the Federal or Local Police.

• Messaging another student containing threats or insults or inciting anti-social behaviour.

• Forwarding on an email containing a destructive rumour about another student.

• Creating a social media profile impersonating another student.

• Sending a picture or video of 2 people kissing through email or mobile phone.

• Threatening or swearing at an opponent via online games.

• Impersonating another person on social media.

• Filming a teacher or another student and uploading the footage on YouTube.

SEXTING

Sexting can be another type of cyber bullying.

Sexting is taking sexually explicit photos and making them available for others to see via a carriage service such as mobile phone or computer.

Sending explicit images of anyone, including yourself, is a crime if you are under the age of 18 years. If the person in the picture is under 16 years, it can be a very serious crime possibly resulting in charges of paedophilia.

MOBILE PHONES AND CYBERBULLYING

Using mobile devices to bully (also known as cyber bullying) and threaten other students is unacceptable and will not be tolerated. In some cases, it can constitute criminal behaviour.

Students are reminded that it is a criminal offence to use a mobile phone to menace, harass or offend another person and almost all calls, text messages and emails can be traced.

Mobile phones or other mobile devices must not be used to take photos/video of any other student or teacher without their consent. It is also prohibited to upload photos/video of other students/teachers to social media websites or email photos/videos to others if doing so would embarrass, humiliate or cause discomfort to the subject of the photo/video. Students are reminded that mobile phones are not to be used in toilets or change rooms.

STUDENT GUIDELINES

Due to the wealth of new social media tools available to students, student products and documents have the potential to reach audiences far beyond the classroom. This translates into a greater level of responsibility and accountability for everyone.

Below are guidelines students should adhere to when using internet tools in the classroom or in any way related to classroom or School activities. Students should follow these guidelines anytime they post material that could identify them or their relationship to the School.

1. Be aware of what you post online. Social media venues are very public. What you contribute leaves a digital footprint for potentially all to see. Do not post anything you wouldn't want friends, parents, other family members, teachers, or a future employer to see.

2. Follow the School's code of conduct when writing online. It is acceptable to disagree with someone else's opinions, however, do it in a respectful way. Make sure that criticism is constructive and not hurtful. What is inappropriate in the classroom is inappropriate online.

3. Be safe online. Never give out personal information, including, but not limited to, last names, phone numbers, addresses, exact birthdates, and pictures. Do not share your password with anyone besides Chrysalis staff and parents.

4. Be aware of user policies and how they can change over a period of time.

5. Linking to other websites to support your thoughts and ideas is recommended. However, be sure to read the entire article prior to linking to ensure that all information is appropriate for a school setting.

6. How you represent yourself online is an extension of yourself. Do not misrepresent yourself by using someone else's identity.

7. Know that the most frequent use of the internet is for illegal activities such as scams, pornography and gambling. If you run across inappropriate material that makes you feel uncomfortable, or is not respectful, inform staff or parents immediately.

CYBER ANONYMITY

Students need to remember that something sent electronically can never be entirely removed even with a press of the "delete" button. The image may emerge at any stage in their future life and lead to serious consequences. Using pseudonyms, passwords and avatars does not protect the identity of a cyber- bully. Technologies exist to identify those who miss-use modern technologies to harm others.

When using a social-networking site, the School recommends that you set your profile to private and only allow access to people you personally know and trust. Do not upload any personal details that could lead to your identification by strangers.

PROMOTING RESPONSIBLE TECHNOLOGY USE

The School will do its best to teach students to be responsible users of technology and the internet through the following management plans:

(I) STUDENT EDUCATION

Students will attend Cyber Safety Workshops that cover key cyber safety topics including Cyber bullying, Nudes and the Law, Online Wellbeing and Screen Time and Digital Footprint and online Reputation.

Through the Mentor Program students will study the topics of Healthy Digital Diet and Device use and online behaviour.

The focus of these education sessions is to equip students with the ability to use devices, social media and computer games in a responsible and appropriate way.

(II) POSITIVE PARENTING AT CHRYSALIS SCHOOL

The purpose of this program is to equip parents with:

• The knowledge and skills to be positive role models for their children.

• Ability to identify their own and their child's signature strengths.

• A better understanding of the development of young people.

• Parenting skills that enhance children's success and happiness.

3. HOW DOES CHRYSALIS DISCOURAGEBULLYING?

Chrysalis School encourages all members of the School Community to establish relationships, which are grounded in love, compassion, reconciliation and justice. The school does not accept ideas, beliefs and behaviours that marginalize or victimize people.

The School, through the Mentor and Positive Education program, encourages positive strategies for fostering pro-social skills that safeguard and support all parties involved.

Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, contracted staff employed by Chrysalis, students and parents/carers.

Teachers and other school staff are provided with support and professional development to discourage, prevent, identify and respond to student bullying behaviour.

Pro-social behaviours promoted include:

• Protecting, defending, helping.

• Encouraging, giving.

• Genuine complimenting.

• Inclusion and tolerance.

• The Student Learner Protocols and Values Statement serves to set the standards for expected behaviour and participation on the campus. Student progress in attending to the protocols is reviewed each term by the student's mentor and team leaders. Where behaviours are found to be inconsistent with expectations for students, the wellbeing team works with the student to ensure a safe and positive learning and school environment for all.

PROCEDURES

Reports of student bullying can be made to any staff member. A teacher or school executive staff at the school will address the reported bullying in a timely manner.

1. If you believe that you or someone that you know is being bullied, you

are encouraged to report your concerns immediately.

2. The report should be made to your class teacher, mentor, year team leader, student management officer, psychologist, parent, senior student or any adult with whom you feel comfortable.

3. The person receiving the complaint will report it to your year team leader or mentor for action.

4. Any reported bulling incident would be followed up sensitively and actions taken and documented.

The reporting of anti-social behaviour is one way Chrysalis students can defend and protect their peers and the school's positive culture.

INTERVENTION

Chrysalis, through the pastoral care program and the use of outside support and facilitators, continues to develop and implement programs for promoting pro-social behaviour and preventing bullying.

Early intervention and/or support is available for students who are identified as having experienced bullying, or engaged in bullying behaviour.

The School, depending on the situation, will work closely with the Police School Liaison Officer

RESPONSIBILITIES AND DELEGATIONS

Education Director (or delegate):

• Maintain a positive school climate that includes respectful relationships.

• Identify patterns of bullying behaviour and initiate school action to respond and manage complaints about bullying in accordance with the Complaints Handing Policy.

School staff have a responsibility to:

• Have knowledge of Chrysalis's and departmental policies relating to bullying behaviour.

• Respect and support students.

• Model and promote appropriate behaviour.

• Respond in a timely manner to incidents of bullying.

• Promote a school culture where bullying is not acceptable.

• Teach students to identify report and respond to bullying at school and online.

• Manage reports of bullying and escalate matters to the team leader or member of the senior executive when necessary.

In addition, all staff have a responsibility to:

• Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Students have a responsibility to:

• Behave appropriately, respecting individual differences and diversity.

• Behave as responsible digital citizens.

• Follow the school anti-bullying philosophy.

• Behave as responsible bystanders.

• Report incidents of anti-social behaviour immediately.

Parents have a responsibility to:

• Support their children to become responsible citizens and to develop responsible on-line behaviours.

• Be aware of the school anti-bullying plan and assist their child in understanding bullying behaviour.

• Support their child in developing positive responses to incidents of bullying consistent with the school's anti-bullying plan.

• Report incidents of school related bullying behaviour to the school.

Chrysalis reserves the right to alter the means and ways by which it promotes pro-social behaviour and discourages bullying. If any member of the community would like to suggest an improvement in the way this can be achieved at Chrysalis, they are invited to send their suggestions to the Deputy Headmaster.

4. WHAT SHOULD YOU DO IF YOU ARE BEING BULLIED?

If you are being bullied, it is important that you talk to an adult who is in a position to help you.

There can be a reluctance to report bullying because of a fear of being labelled a "dobber" or "snitch" and going against an unwritten code of student behaviour. This concern is understandable but must not prevent you from reporting bullying behaviour. Most students dislike bullying and would support your attempts to stop it.

Some students may not want to report bullying because they feel it might only make matters worse. Again, this fear is understandable, but most teachers and mentors are trained in ways to help victims of bullying in a manner that protects the victim.

It can take courage to challenge the bully, to expose them for who they are and to play a part in improving our community by reducing bullying. Chrysalis encourages students to show this courage and not tolerate bullying as a bystander or as a victim.

Everyone at Chrysalis should be committed to making the School a safe and happy community.

If you are being bullied, you must tell a responsible adult who has the capacity to help.

Options include:

• Parents, guardian or adult relatives.

• Teacher, Sports Coach, Team Leader, Mentor,

• Psychologist, School Counsellor.

• Education Director, Assistant Education Director, or any member of the School Executive.

Others who can be informed include:

• Peer Support Leaders.

If needed, further help can be obtained from:

• Kids Helpline – 1800 551 800

• Lifeline – 131 114

• Salve Youth Line – 9360 300

• Beyond Blue - 1300 224 636

REMEMBER

Chrysalis School is committed to providing a safe and happy learning environment.

Therefore, the School needs to know about any bullying behaviours that are undermining this goal.

If you are being bullied, you are encouraged to do the RITE thing:

R = RECOGNISE

You have the right to feel safe and to operate in an environment free of bullying.

I = INFORM

The bullies that you want them to stop. Do this is a polite but firm way.

T = TELL

A responsible adult about the bullying.

E = EVALUATE

The situation. If it does not improve, seek further help.

• If bullied, try not to retaliate for this can often inflame the situation.

• If bullied online or via text, take a screen shot.

• If you are being bullied, remind yourself that it is the bully who has the problem, not you.

IF YOU ARE BEING BULLIED TELL SOMEONE

5. HOW TO HELP A CHILD WHO IS BEING BULLIED

The most important thing a parent can do to help a child who is being bullied is to provide love and reassurance and to support them in their quest to solve the problem.

A report of bullying by a child should always be taken seriously.

Parents can take comfort that the bully-free world they want for their child, is also wanted by the School. Therefore, parents are invited to contact the School should they become aware that their child is being bullied. The School appreciates being able to partner with parents in solving bullying problems.

FINDING OUT

Sometimes, a child can be reluctant to tell their parents that they are being bullied.

Creating a culture of openness within the home can help. Solutions can be as simple as having evening meals together, without the distraction of the television, and making it a regular habit to enquire how your child is feeling.

It can be useful to use an intermediary such as an older sibling, grandparent or close friend in order to find out if your child is being bullied. Use can also be made of the family doctor, child psychologist or school psychologist.

HOW CAN PARENTS SUPPORT THEIR CHILD?

• Teaching their child how to react when they are being bullied. The main message is that: THEY MUST TELLSOMEONE.

• Instituting good management systems in the home that monitor the presence, or otherwise, of cyber bullying.

• Making sure their child knows about the various forms of cyber bullying and how to identify them. Reminding their child not to share personal details, passwords, security or access information with anyone, even their closest friends.

• Advising their child that if they suffer from cyber bullying, to save the information and report it to the proper authorities.

• Becoming more computer literate and knowing about such things as privacy settings and net filters.

• Encouraging their child conducts himself/herself properly in "Cyberia" and to ensure that his "digital footprint" is one he/she, and their parents, would be proud of.

• Reminding their child of the deceit and scams that are prevalent on the Net. Encouraging computer use in an open family area, so that there is effective monitoring of online activity.

• Partnering with the School. When some parents hear that their child has been bullied they can get very angry. This is entirely understandable. However, this anger can become destructive if it spills over and alienates those agencies that can help, such as the School. Chrysalis abhors bullying and, as shown in Section 3 of the School's anti-bullying policy, takes active steps to try to reduce bullying.

• Avoiding premature judgment. Sometimes parents will react angrily to facts reported by their child, but on investigation by the School, these 'facts' are sometimes not accurate. It is wise to test facts before making judgments.

• Being patient. The School is committed to investigating a bullying allegation in a manner that protects the rights of all involved, including the student accused of bullying behaviour. This is not the School failing to take immediate action to punish someone; it is the School exercising procedural fairness. It is also important to let the School investigate the matter rather than challenging the student directly, or the parents.

• For younger children – know your child's password and occasionally monitor social networking sites. They should be aware you would do so.

• Being supportive. Dealing with a child who is exhibiting bullying behaviour can be particularly difficult for a parent. Some will support the School, others will not and will sometimes exhibit those same behaviours that have landed their child in trouble. On the other side of the equation are parents that are outraged because their child has experienced bullying. This can lead to the School being sandwiched between two sets of angry parents. Support and understanding is sought from all parents when the School is investigating an accusation of bullying.

RESOURCES RELATED TO BULLYING CAN BE FOUND AT:

• www.ncab.org.au

• www.bullyingnoway.com.au

• www.cybersmart.gov.au

• www.kidshelp.com.au

Chrysalis School is committed to providing a safe and secure environment for its students. In order to achieve this end, the School will review its anti-bullying policies and procedures, and the pastoral care policies on an annual basis. If there are any within the Chrysalis community who would like to recommend improvements to the School's anti bullying policy, you are welcome to send your ideas to the Education Director

CONTACTS

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DOCUMENT INFORMATION AND CONTROL

This policy document will be reviewed every year from the date of issue.

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