

**Cecil Andrews College
Harassment and Bullying Policy**

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).

Harassment and Bullying is not permitted at Cecil Andrews College and is illegal under Australian Law.

Like the rest of society, Cecil Andrews College recognise basic human rights. A decrease in harassment and bullying will allow all members of the school community to enjoy and perform better at school. This policy applies to the whole Cecil Andrews College Community.

School Responsibility	Student Responsibility	Parent Responsibility	Strategies
<p>College staff have a responsibility to:</p> <ul style="list-style-type: none"> • Explain the policy to students • Develop a program across the School Community that teaches students to identify, report and deal with harassment and bullying • Respect the rights of all members of the community • Treat reported incidents of harassment and bullying with sensitivity • Acknowledge the right of the student to have their complaint addressed • Gain support for students and maintain confidentiality where possible • Provide support for victims of harassment and bullying • Provide appropriate consequences to the perpetrators of harassment and bullying. • Appropriate individualised support offered to students being affected by harassment and bullying 	<p>Students have a responsibility to:</p> <ul style="list-style-type: none"> • Gain an understanding of the policy • Demonstrate knowledge and understanding of harassment and bullying issues • Demonstrate the ability to take the appropriate action • Respect the rights of all members of the school community • Report incidents of harassment and bullying and/or take the initiative to report incidents for others • Respect the rights of others to report incidents of harassment • Understand that confidentiality cannot be guaranteed because in some cases of harassment and bullying, others may need to be informed in order to be provided with necessary support and protection. • Recognise that harassment and bullying will be dealt with as part of the behaviour policy. Serious incidents may result in suspension from school. 	<p>Parents have a responsibility to:</p> <ul style="list-style-type: none"> • Reinforce the school policy in the home and community setting • Respect the rights of all members of the school community • Encourage children to report incidents of harassment • Notify the school if they are made aware that a child appears to be the victim of harassment or bullying at school • Provide a safe and friendly home environment that demonstrates respect for all. 	<p>Dealing with Harassment and Bullying at school: Severe incidents of harassment and bullying may result in immediate suspension</p> <ul style="list-style-type: none"> • First incident – raise awareness, offenders informed of problem, Restorative Conversation, parents notified (Classroom Level) • Second incident – continue education, withdrawal from class/area that incident took place, parents notified (HoLA Level) • Third incident – After School Detention, education with member of administration, official letter advising of suspension for future cases • Fourth and subsequent incidents - Suspension <p>NB: The consequences can be escalated at any time and on an individual basis.</p>

Reporting Harassment and Bullying at School – It is important to remember that unless someone knows about an incident of Harassment or Bullying then nothing can be done.

You can report incident of bullying to whoever you feel comfortable with. Including:

- * A teacher * A Deputy Principal * A Year Coordinator * The Principal * The Chaplain * Parents
- * Student Services * The School Psychologist * An AIEO * The School Nurse * Student Council who will report it to Student Services

Some examples of Harassment and Bullying include:

- Teasing
- Discrimination
- Name Calling
- Unwanted touching
- Physical contact
- Threats
- Racism



Take The Test

True or False?

Take the quiz below to see if you can pick out which statements are true, and which are common myths!

1. Bullying is an epidemic
2. Bullying is one of many predictors of suicide
3. Bullies are young criminals
4. Bullies come from dysfunctional families
5. Good kids get involved in bullying
6. Bullies need to be punished
7. Bullying is hard-wired in youth

Answers: <https://www.ncab.org.au/bullying-advice/myth-busters/>



SPEAK UP.



Resources of Parents and Students

<https://bullyingnoway.gov.au/>



<http://www.realschools.com.au>



<https://www.ncab.org.au/get-help/>



**National
Centre
Against
Bullying**

<https://studentwellbeinghub.edu.au/>

