

ANTI-BULLYING AND HARASSMENT (WHOLE SCHOOL)**INTRODUCTION**

Walford Anglican School for Girls is dedicated to creating a safe, inclusive and nurturing environment that prioritises the safety and wellbeing of all individuals, and is free from bullying and harassment. We aim to create an atmosphere in which each member feels valued, secure, acknowledged and supported; in which individual differences are respected; and in which relationships are healthy and respectful.

Bullying, harassment, discrimination and violence for any reason is not acceptable and Walford will ensure all instances are addressed.

The way instances of bullying, harassment, discrimination and violence are addressed will consider the behaviours, needs of the individuals, and rights of all people to be safely included.

DEFINITIONS

Bullying, harassment, discrimination and violence all create or add to a negative environment. This can make students feel unsafe and unable to reach their full potential. Bullying, harassment, discrimination and violence may be based on gender, race, sexuality, culture, religion, disability and care status.

Bullying

Bullying is an ongoing and *deliberate misuse of power* in relationships through *ongoing and repeated* verbal, physical and/or social behaviour that *intends to cause physical, social and/or psychological harm*. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium- and 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.

Examples of types of bullying include:

- Physical bullying (causing physical harm: e.g. punching, kicking, fighting, tripping, pinching, damaging property, invading someone's personal space, stealing belongings).
- Verbal bullying (e.g. name-calling, insults, teasing or taunting, threats, intimidation, spreading rumours, demeaning someone, swearing, using offensive language).
- Exclusion or social bullying (e.g. leaving a person or group out of social or group activities, lying, spreading rumours, unkind facial expressions or body language, mean and condescending looks, playing jokes to embarrass and humiliate, mimicking and damaging someone's reputation or social relationships).
- Cyber bullying (online bullying which uses e-technology as a means of victimising others). It uses technology, including social media platforms, and includes: abusive texts and emails, hurtful messages, videos and images, including images that have been changed; sharing personal images and videos without consent; and pretending to be someone else online to be hurtful.
- Sexting, when sending sexually explicit messages or photographs via electronic devices may lead to public humiliation.
- Victimisation (e.g. standover tactics, extortion, picking on others and repeated exclusion).
- Racial bullying (e.g. bullying which targets a person's race or religion).
- Sexual bullying (e.g. touching or brushing up against another person in a sexual manner, using rude names, or commenting inappropriately about someone's sexuality or morals).

Harassment

Harassment is a behaviour that targets an individual or group. This can be due to their: identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; age; or ability.

It offends, humiliates, intimidates or creates an unsafe environment. It might be a pattern of behaviour or a single act. It might be directed randomly or at the same person. It might be on purpose or unintended.

Examples of harassment include:

- Making offensive comments, or jokes, about a person's religion, physical appearance, dress or private life.
- Asking intrusive questions of a racial, religious or physical nature, or in relation to a disability.
- Using technology to post inappropriate comments about a person's religion, physical appearance, dress or private life.

Discrimination

Discrimination happens when people are treated differently from others. This can be because of their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; age; or ability. Discrimination interferes with people's right to fair treatment and equal opportunities.

Violence

Violence is the intentional use of physical force or power. It can be threatened or actual, against another person. It might result in psychological harm, injury or in some cases death. It might involve provoked or unprovoked acts. It can be one incident, a random act or can happen over time.

PREVENTION

Each member of the Walford community has a role to play to prevent bullying and harassment, respond when it happens, and support those involved and affected by bullying. The Australian Student Wellbeing Framework's elements that guide our practices are leadership, inclusion, student voice, partnerships and support.

School staff will:

- Model and promote positive behaviour, value diversity, and demonstrate respect
- Include and support all students and their families.
- Understand and consistently apply and follow School policies, guidelines and procedures.
- Explicitly teach students about respectful relationships, bullying and cyberbullying including teaching them how to recognise bullying, what to do if they are bullied and how to get help;
- Work with students to develop solutions to bullying including them in decisions that affect their safety and wellbeing.
- Take action when bullying and cyberbullying have been reported. This includes incidents that happen out of school hours or off school grounds when they relate to school relationships.
- Report criminal matters to the South Australian Police.
- Work with families, service providers and the community to support students affected by bullying;
- Support students to repair and restore relationships that have been harmed by bullying.

Parents and caregivers will:

- Model and promote safe, respectful and inclusive behaviours.
- Adhere to the Walford Parent Code of Behaviour and work with the School.
- Help their children to be safe online at home such as by talking to their children about safety issues, checking their children's use of technology and social media, and seeking appropriate supports for their child.
- Report concerns about bullying to School staff.
- Support their children to go to school while a bullying issue is being worked on.

Students will:

- Model behaviours that are safe, respectful and inclusive, both face-to-face and online.
- Adhere to the Walford Student Code of Behaviour and other School policies, guidelines and expectations.
- Seek help from adults such as their classroom or Mentor teacher, Head of House or Head of School.
- Take a stand when bullying is observed. Step in, if it is safe to do so.
- Support friends and peers to get help from trusted adults if they experience bullying.
- Support friends to behave in safe, respectful and inclusive ways if their friends engage in bullying.

RELEVANT LEGISLATION AND STANDARDS

[National Safe Schools Framework, Safe Schools \(Australian Government\) website](#)
[Education and Early Childhood Services \(Registration and Standards\) Act 2011](#)
[Children and Young People \(Safety\) Act 2017](#)
[Protective Practices for Staff in their Interactions with Children and Young People](#)
[The Australian Student Wellbeing Framework](#)

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