



BULLYING BEHAVIOUR POLICY

1. RATIONALE

Camberwell Grammar School ("the School") aims to create a safe, friendly and enjoyable environment for all of its students to ensure that they can pursue their various activities feeling safe, secure, confident and valued.

Through our pastoral care systems, co-operative learning environments, guest speakers and specific programs including Personal Skills & Competencies and Health & Human Relations our students are encouraged to respect and appreciate individual differences in members of the School community, and to value harmonious relations with others.

As part of its commitment to providing this environment, bullying, in any form, is unacceptable.

2. POLICY STATEMENT

This policy is complementary to other stated policies and objectives within the School that support student welfare and is to be read as a document that is central to the promotion of an effective and harmonious School environment as outlined in the Charter of the School's Community Rights and Responsibilities.

3. APPLICATION

This policy applies to all Camberwell Grammar School staff, students, volunteers, contractors and any other members of the school community.

4. DEFINITIONS

Bullying within the School is any form of behaviour that constitutes the deliberate harming of the emotional or physical health and wellbeing of a student.

This harm may arise through activity that causes a student to experience direct physical interference, fear, anxiety or emotional distress and may occur either in or out of the physical boundaries of the School. Activity constituting bullying is usually of a persistent and repetitive nature, but may be evidenced in a single episode of behaviour.

Bullying includes any of the following behaviours, which may be directed by an individual or group:

- physical harassment of any kind towards a student;
- verbal or visual harassment of a student through taunts, spreading of rumours, intimidatory looks, name-calling, threats or humiliation;
- tampering with the property or belongings of another student;
- harassment of a student through the use of information and communication technologies (cyber bullying) such as the internet, mobile phones, social networking sites and email;
- threatening another student for financial advantage;

- exclusion - behaviour that leads to a perception by a student of being forcibly isolated from the School community or social groups within the School community.

Cyber bullying is the use of modern technologies to cause harm or distress to others and can take many forms. Examples of cyber bullying are:

- sending threatening or hurtful comments via text, email, social networking sites or chat spaces
- stealing someone's online identity to embarrass, cause harm or isolate
- setting up a fake online identity to harass or engage others causing them distress or to elicit information or images that may be used against them
- using ICT to engage in social exclusion or hate groups directed at an individual or individuals
- covertly filming, recording or taking photos of someone and posting or sharing these to cause hurt
- posting or sharing embarrassing, rude or explicit messages or images of or about someone
- pressuring a person to send compromising or revealing images of themselves
- sharing or posting information provided to you in a confidential or private space
- taking sexually explicit photos and making them available for others via ICT (sexting), in some contexts could be considered cyber bullying. Sending explicit images of anyone, including yourself, is a crime if you are under 18 years of age. If the person in the picture is under 16 years of age, this could result in charges of paedophilia being made.

Cyber space can empower even the most unlikely individuals with the capacity to cause harm and serious distress to others in relative anonymity. It also has the capacity to humiliate and target an individual in front of a huge audience adding significantly to the bullying behaviour. Cyber bullying is unlawful behaviour that may result in police involvement and charges being laid.

5. IMPLEMENTATION

The School reserves the right to apply appropriate sanctions and procedures as required to resolve incidents. The intention here is to promote positive student behaviour, prevent anti-social behaviour and encourage respect, and co-operation.

The following may be considered necessary:

- counselling or mediation or a formal interview variously involving students and parents;
- a management plan or contract of student behaviour;
- restorative action which may include formal apology or compensation to the affected parties;
- the removal of certain entitlements and privileges;
- the application of the range of available School detentions;

- a student being placed on formal probation within the School;
- the removal from the School of a student on a temporary or permanent basis.

The School may also engage the support of external authorities as deemed appropriate for the situation or as required by law.

6. REPORTING

The School will retain confidential records and information associated with any alleged incident of bullying.

Students at Camberwell Grammar School are strongly encouraged to report any episode of bullying, or their knowledge of any episode of bullying, as soon as possible after it occurs or they become aware of it. They are encouraged to make this report to a member of Staff within their respective section of the School. Parents are encouraged to report any alleged incidents of bullying upon becoming aware of them.

All alleged incidents of bullying will be taken seriously and will be thoroughly investigated by the relevant Head of School and appropriate staff members. All investigations arising out of student reports will consider issues of confidentiality and sensitivity.

If you find yourself the victim of cyber bullying, keep the evidence and report the bullying to a member of staff or an appropriate adult. It is generally considered best not to respond to a cyber bully. If you do respond, do consider your response as it may be considered mutual cyber bullying in which case both parties are guilty of bullying.

7. EVALUATION AND REVIEW

The School is committed to a regular review of these policies. The School is committed to improving the awareness of its staff and students to identify, report and eliminate bullying. This may include internal and external training programmes.

The School is committed to providing pastoral and professional support to students who are subjected to bullying behaviour.

8. REFERENCES

- Standards of Behaviour and School Rules (School Diary)
- Community Rights and Responsibilities (School Diary)
- By Our Deeds (Flyer available)
- Social Media – Principles of Student Use Policy (Staff Handbook)
- Complaints and Grievance Policy (Staff Handbook)