



HEALESVILLE
HIGH SCHOOL

***Building Positive
Relationships***

Healesville High School does not tolerate bullying or harassment.

We value a culture of mutual respect, the appreciation of individual differences and the positive resolution of conflict.

Positive social behaviours are currently developed and enhanced through comprehensive skills-based programs.

Through fostering good relationships, we strive to increase students' "school connectedness" and levels of resilience to ultimately help them achieve success in learning and life.

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WHAT IS HARASSMENT?

Harassment is any behaviour that is unwelcome, degrading, intrusive, violent, abusive or offensive to a person. It does not have to be repeated to be considered harassment.

HARASSMENT MAY BE

SUBTLE— (where the intentions of one party may not be clear or obvious)

- Staring/looking/rolling eyes
- Comments about body
- Territorial—limiting or restricting another person's access to space
- Swearing not directed at an individual
- Teasing on the basis of academic achievement
- Smutty or hurtful comments
- Breach of confidence
- Division in class
- Name calling

EXPLICIT— (where intentions of one party are obvious)

- Notes, SMS, emails, gestures made on regular basis
- Offensive comments
- Exclusion from a group
- Verbal abuse
- Threats or threatening comments
- Throwing things
- Displays of offensive material
- Overt physical behaviour

CRIMINAL— (behaviour that may be subject to legal action)

- Indecent assault
- Sexual assault
- Attempted or actual rape
- Sending obscene letters, SMS, emails, or making obscene phone calls
- Physical violence

FORMS OF HARASSMENT

Physical bullying: hitting, kicking, rude gestures, extortion, pushing and shoving or damaging belongings.

Verbal bullying: name calling, insulting, repeated teasing, racist remarks, threatening, sexual harassment, spreading rumours.

Visual/Cyber Bullying: offensive notes, emails, SMS, MSN, texting, drawings and photographs (including electronic) or graffiti about others, rude gestures, defacing possessions.

Intimidatory Bullying: psychological pressure, stand-over behaviour.

Exclusionary Bullying: excluding someone from the group and isolating by preventing others from befriending them.

HARASSMENT CAN:

- Cause distress
- Lower self-esteem
- Reduce self-confidence
- Affect study performance
- Lead to academic results that do not reflect ability or effort
- Cause absenteeism
- Result in withdrawal from school
- Discourage participation in school activities

How the school responds to incidents of Bullying and/or Harassment.

The School encourages and supports all members of the school community in reporting any incidents of bullying and / or harassment.

Incident is reported to staff member, Student Manager, Student Well-Being Coordinator, or Principal

Reports are always investigated and consultation occurs between the Student Manager and the Student Well-Being Teams

Discussion with each party concerned will occur and the seriousness of the incident evaluated

A record of the incident will be recorded. Those involved will have the opportunity to receive counseling, mediation from the Student Well-Being Coordination Team.

Students reported for bullying for the first time will be mentored, on the school response to bullying, by a member of staff and given the opportunity to modify their behaviour. In serious incidents the Student Code of Conduct is immediately implemented.

Further reports of bullying will illicit a range of responses which can include: interview with parents, behaviour contracts, yard sanctions, further counselling and implementation of the Student Code of Conduct

The Student Code of Conduct is implemented consistently where breaches of the code have occurred. Consequences can include withdrawal from class and / or suspension.

WHAT PARENTS CAN DO TO HELP

- Watch for signs of distress e.g. unwillingness to attend school, pattern of headaches
- Take an active interest in your son or daughter's social life and acquaintances
- Encourage your son or daughter to take initiative by telling a teacher about bullying incidents
- Keep a written record (who, what, when, why, how)
- Discourage retaliation
- Assure your child that parental involvement, if necessary, will be appropriate for the situation
- Be willing to inform the school of any cases of suspected bullying, even if your son or daughter is not directly affected
- Be willing to attend interviews at the school if your daughter is involved in a bullying incident
- Teach your son or daughter the value of positive relationships
- **Seek information from the school about support groups and information**

WHAT THE SCHOOL WILL DO

Provide a supportive environment which promotes and encourages positive relationships between students, their peers, teachers and the wider School community by modeling appropriate behaviour and implementing the Student Code of Conduct as part of the Student Well-Being Policy. This includes:

- Modelling positive behaviours
- Being vigilant for signs of distress or suspected incidents of bullying
- Providing safe areas

- Ensuring all complaints are followed through
- **Staff professional development**
- Including curriculum material on behaviour awareness in our Personal Development programs.
- Keeping detailed records of all incidents of bullying
- Providing a range of proactive programs which aim to build confidence and resilience in students
- Ensuring strict confidentiality of all reports.
- **Arrange referral to support services for parents where applicable**

BREAKING THE CYCLE

Awareness breaks the cycle of Harassment.

At Healesville High School we encourage all to speak out, victims, observers, students, teachers and the School community.

Healesville High School through the Student Well-Being Policy is committed to the creation of a School culture of concern and support for both victim and bully.

In becoming a **“Telling School”** we aim to develop a safe environment for victims and witnesses to report incidences of bullying, without fear of reprisal. Each member of the School community is treated with respect and bullying is not tolerated nor indeed passively sanctioned by members of this community.

Your Role in Breaking the CYCLE

If you believe or feel you are being bullied **you can:**

- Tell the person who is doing it to you that you don't like it and that you want it to stop
- Be absolutely clear in your response. Don't smile or give “mixed messages”
- Talk it over with your parents
- Tell a friend or peer support leader
- Report the incident to a teacher, sub-school or well-Being Coordinator or Principal
- When approached by a bully try to stay calm and confidently walk away

In addition if you view incidents of bullying **you should:**

- Support the person being bullied and encourage them to do something about it
- Report any incidents of bullying you see or are aware of
- Avoid joining in. Being part of a group which is bullying someone else is just as bad as being the bully yourself
- If you are confident, speak to the bully about the problems they are causing