

# POLICY



## ANTI BULLYING, HARRASSMENT and DISCRIMINATION



**This policy addresses issues in relation to:  
Safe and Supportive Environment – Student Welfare 3.6.2**

*The School's policies, which are made from time to time, are made pursuant to the registration requirements set out in section 47 of the NSW Education Act and the Board of Studies, Teaching and Educational Standards.*

### PURPOSE

The development of the International Football School's Anti Bullying and Harassment policy has come from the concern for the welfare of the students and teachers within the school, therefore forming an integral part of the school's student welfare and management policies.

All members of our School have the right:

- to a safe school environment
- to a peaceful environment
- to be treated with respect and politeness
- to a school environment free of harassment, bullying and discrimination of any kind.

#### Aims of the Policy

1. To implement and maintain a whole school approach to address bullying/harassment
2. To aid students in being able to identify the difference between bullying and harassment
3. To increase self esteem and to build self-efficacy
4. To empower students to be proactive in problem solving associated with bullying/harassment
5. To heighten awareness at a whole school level

#### Definition of 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. (*Ken Rigby, 2002*)

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

<i>Physical:</i>	hitting, pushing, tripping, kicking, spitting on others.
<i>Verbal:</i>	teasing, using offensive names, ridiculing, spreading rumours
<i>Non-Verbal:</i>	writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures
<i>Exclusion:</i>	deliberately excluding others from group, refusing to sit next to someone
<i>Extortion:</i>	threatening to take someone's possessions, food or money
<i>Property:</i>	stealing, hiding, damaging or destroying property
<i>Cyber:</i>	online comments using social media and other cyber networks

#### Definition of Harassment

Harassment is verbal, physical or sexual conduct which is **unwelcome** and **uninvited**. Good natured teasing amongst friends is not harassment.

#### Verbal Harassment

Verbal harassment may involve the following:

- Name calling

- Put downs
- "Knocking" achievers
- Spreading rumours
- Threatening remarks
- Unwanted written comments
- Racist remarks

#### Physical Harassment

Physical harassment may involve the following:

- Bullying
- Fighting
- Using dangerous weapons
- Spitting
- Pulling, pushing and damaging clothing
- Throwing objects at people
- Damaging or interfering with others' property
- Threatening behaviour
- Making offensive gestures or facial expressions

#### Sexual Harassment

Sexual harassment is any verbal or physical conduct of a sexual nature which is unwelcomed or offensive. Sexual harassment does not refer to occasional compliments or common courtesies. It is not mutual attraction between people as such relationships are a private concern.

Sexual harassment is unlawful under the Commonwealth Sexual Discrimination Act and Crimes Act.

There are three basic categories of sexual harassment - subtle, explicit and criminal action. **None is acceptable and none is too trivial to warrant complaint.**

SUBTLE forms of sexual harassment tend to be the most common. They include:

- offensive staring and leering
- suggestive comments about a person's physical appearance or sexual preference
- offensive comments, jokes or gestures
- questions or comments about another's sexual morality
- physical contact e.g. brushing up against another's body
- offensive name calling

EXPLICIT forms of sexual harassment are easier to identify as they often involve offensive or intimidating behaviour. They include:

- pinching, patting, touching, embracing
- repeated requests to go out with someone, especially after prior refusal
- offensive jokes, comments or gestures
- sexually provocative remarks
- displays of sexually graphic material
- requests for sexual favours

CRIMINAL ACTION may include some of the above but also:

- indecent exposure
- sexual assault
- attempted and actual rape
- physically molesting a person
- sending obscene letters, emails, texts or making obscene telephone calls.

#### **Definition of Discrimination**

Discrimination is treating someone differently based on race, ethnicity, gender, ability, disability, sexuality or religion.

### Strategies to prevent bullying, harassment and discrimination

Strategies will fall within the following broad categories:

- 'moral education' in the context of assemblies where the value of the individual is affirmed and the importance of qualities such as compassion, kindness, reconciliation, tolerance, respect and justice are encouraged 'across the curriculum' values teaching (eg looking at the problem of prejudice within the context of a novel or a history lesson)
- clear statements from staff about the nature and unacceptability of bullying/harassment
- teaching specifically related to bullying/harassment in the PDHPE curriculum
- teaching more positive ways of resolving conflict, such as working co-operatively within the classroom and playground
- staff and students as role models, particularly those in leadership roles such as house captains
- measures for vigilant classroom and playground supervision, especially of "high risk" areas
- provision of safe and structured playground spaces and structured activities at break times
- provision of activities which develop a culture of caring for one another and acknowledging the worth and contribution of others and which help to develop compassion
- appropriate provision of counselling or other support services
- provision of support for parents through information seminars, support networks
- ensure that all groups who are affected by decision-making outcomes are consulted, their input will be treated fairly, and decision-making processes and outcomes will be meritorious and free from discrimination or racism. The rights and sensitivities of all individuals will be protected.
- All decision-making processes will be open to scrutiny, with process for appealing decisions and for regularly reviewing processes to be adopted.
- All claims of discrimination and racism will be treated confidentially, documented, and promptly and constructively addressed. This may involve consultation with AIS NSW.
- Curriculum content will be free of discriminatory and racist content, but will analyse the effects of discrimination and assist students to develop attitudes and skills that discourage, challenge and report discriminatory practices

### School response to bullying/harassment/discrimination

Bullying and Harassment is viewed as a breach of the school's behaviour code. Any reports of bullying or harrasment will be investigated and appropriate action will be taken. The response to bullying will provide:

- guidance and other support for the recipient
- appropriate and consistent sanctions and support for the student who bullied

Staff will be encouraged to report suspected incidents of bullying to the Stage Coordinators of both the recipient and the student who bullied. If they encounter an incident of bullying, they should first take steps to protect the recipient and witnesses.

All staff are expected to pass on information about any bullying to the Principal for further action.

The School seeks to promote a culture in which students will be encouraged to:

- report the bullying incident to a teacher as soon as possible
- make it clear to their peers that bullying is not accepted

Recipients of bullying will be encouraged to:

- initially ignore the bullying and not show that it is upsetting. Many students who bully will stop if they do not elicit a response.
- confront the student who bullied and let him/her know that his/her behaviour is unwanted and unjustified. This should be undertaken with a staff member. This step should be taken if initial tactic is unsuccessful.
- discuss the problem with friends and parents, who may be able to assist with strategies to deal with the problem
- notify their Homeroom teacher/or teacher on duty

Witnesses of bullying will be encouraged to:

- ask for teacher support
- discuss problem with friends and parents

Bystanders of bullying will be encouraged to:

- ask for teacher support
- discuss problem with friends and parents

### **In Action**

Student Program:

- All students will be made aware that bullying is unacceptable behavior and that there are procedures in place for dealing with this problem
- All students will adhere to school rules about bullying
- All students will participate in surveys on the occurrences of and opinions about bullying

Staff Program:

- Staff should be active in identifying and eliminating bullying behaviour while on playground supervision, during training, in the classroom, at venues outside of the school that students attend as part of the school program.
- Teachers should report suspected victims of bullies to Student Mentor for early intervention and monitoring.
- Teachers should support and participate, where possible, in welfare programs designed to assist the elimination of bullying [eg. Peer mediation, peer support, peer tuition/mentoring, etc]
- Staff will receive PD on anti-bullying policy and become aware of different strategies for combating bullying

### **WHOLE SCHOOL**

*Each year, the school will participate in the National Day of Action Against Bullying and Violence. Students across the school will sign a pledge of action against bullying and violence and participate in stage assemblies where information is shared with students.*

### **Staff Procedure:**

- Teachers respond to all incidents of bullying/harassment
- All incidents to be reported on Edumate
- Perpetrators and victims to be reported to relevant Teacher/Stage Coordinator for follow up/monitoring.
- Behaviour Management Guidelines to be consulted.
- Perpetrators will receive an Anti-Social Behaviour Warning Letter
- Mentor to inform Principal to arrange for Counsellor intervention for all major concerns. All referrals, apart from self referrals, need to go through the Principal
- If a pattern of bullying emerges through Edumate parents are interviewed and a plan of action implemented
- All physical forms of bullying will result in suspension and go through the Principal.

### **Student Procedure**

The following options are available for student victims and witnesses –

- Report the incident of bullying to your class teacher, teacher on playground duty, Class Teacher, Stage Coordinator or Principal for further investigation
- Mediation is an alternative if preferred. Students can request a mediation through their teacher, Stage Coordinator or Principal. The incident is not reported on the Edumate system and remains confidential. Mediation can be led by a nominated staff member or counselor.
- Report via email [bullying@iinternationalfootballschool.com](mailto:bullying@iinternationalfootballschool.com)

## Procedures for Parents

- Contact your child's teacher, Stage Coordinator and they will liaise with the Principal to arrange for a counsellor to address your concerns
- The school will liaise with parents on a regular basis until your child feels safe.
- Report via email [bullying@internationalfootballschool.com](mailto:bullying@internationalfootballschool.com)
- In extreme cases, call the Police

### Contact Information for the School Community when advice or support is needed outside of school hours:

School Liaison Police: Senior Constable Rebecca Armitage  
Phone: 02 43235530  
Email: [armi1reb@police.nsw.gov.au](mailto:armi1reb@police.nsw.gov.au)

School Liaison Police Youth Command: Senior Constable Denise Lynch  
Phone: 43235530  
Email: [lync1den@police.nsw.gov.au](mailto:lync1den@police.nsw.gov.au)

Kids Helpline on 1800 55 1800  
For Access to counsellor, online safety or cyberbullying

Kids Helpline also offer counselling via email and web counselling  
<http://www.kidshelp.com.au>

[www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)  
A website based resources for parents, students, schools and the community

[http://www.cybersmart.gov.au/About%20Cybersmart/Online%20help%20and%20reporting.aspx?sc\\_device=default](http://www.cybersmart.gov.au/About%20Cybersmart/Online%20help%20and%20reporting.aspx?sc_device=default)  
Information on dealing with cyberbullying.

*Other Services that are available include:*

Relationship Advice: 1800 695 463

Relationship Violence: 1800 737 732

Beyond Blue 1300 22 4636

Crisis Support, Suicide and Mental Health Call Lifeline: 13 11 14

Headspace [www.headspace.org.au](http://www.headspace.org.au)

The Black Dog Institute [www.blackdoginstitute.org.au](http://www.blackdoginstitute.org.au)

Young Carers [www.youngcarers.net.au](http://www.youngcarers.net.au) 1800 242 636

### Related Policies

- *Behaviour Management Guidelines*
- *Cyber Bullying*
- *Student Care*

**Date Implemented**

August 2014

Amended: January 2014

**Date of Next Review**

November 2016 or earlier where amendments in legislation require immediate policy reviews