Anti Bullying Policy – Saying ‘NO’ to Bullying

Rationale
Under the Anti-discrimination Act (1991), any form of harassment is unlawful. Education Queensland’s “Code of School Behaviour” expects Beaudesert SHS to “provide a safe and supportive learning environment” and that our community members have the right to feel safe, therefore bullying behaviour is unacceptable.

The anti-bullying policy, procedures and guidelines are a reflection of Beaudesert State High Schools core priorities - respect, responsibility and ready to learn.

Definition of Bullying
Dr Rigby (2010) defines bullying in the following way:
“Bullying is a systematic and repeated abuse of power. In general bullying may be defined as:
- dominating or hurting someone
- unfair action by the perpetrator(s) and an imbalance of power
- a lack of adequate defence by the target and feelings of oppression and humiliation.

Bullying does not involve:
- one off social isolation or rejection
- not liking someone
- random acts of aggression, intimidation or meanness
- conflict or fights between equals or single incidents
- friendly teasing
- mutual arguments and disagreements (where there is no power imbalance)

There are five kinds of bullying:

1. **Physical bullying**
   This is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying.

2. **Verbal bullying**
   Repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse.

3. **Covert bullying**
   Such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone.

4. **Psychological bullying**
   For example, threatening, manipulating or stalking someone.

5. **Cyber bullying**
   Using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically. The main forms of cyber bullying are identified as:
   - **Flaming**: online fights using electronic messages with angry or vulgar messages
   - **Harassing**: repeatedly sending nasty, mean or insulting messages
   - **Denigrating**: Posting or sending gossip or rumours about a person to damage his/her reputation or friendships
   - **Outing**: sharing someone’s secrets or embarrassing information or images online
- Excluding: Intentionally and cruelly excluding someone from an online group
- Cyber stalking: repeated, intense harassment and denigration that includes threats or creates significant fear.

ARE YOU BEING BULLIED?

- Think
- Have you done anything to insight the bullying, by name calling, boasting, or showing off?
  - Yes: Change your behaviours
  - No
    - Is this really a problem?
      - Yes: Tell the person that what they are doing is bullying
      - No: Tactically ignore
    - No

A good friend will
- not bully others
- help someone if they are being bullied
- tell a responsible person of the bullying

Tell someone you trust
(Class teacher, Form/CARE teacher, Year Co-ordinator, Guidance Officer, School Chaplin, Friend, Parent)
- Who is the bully? (Identify them)
- What are they actually doing?
- When and where does it happen?
- Witnesses? Did anyone else see it happen?

Bullies thrive on secrecy – they will stop if they are dealt with

SCHOOL ACTIONS

Stage 1
- "Bullied" counselled by Year Co-ordinator or Guidance Officer,
- Key bullies identified & interviewed
- Suspended judgement approach
- Parent may be notified

State 2
- Mediation conducted with bully and 'bullied'
- Parents notified

Stage 3
- Disciplinary action, including suspension or exclusion from school, will be considered
- Parents notified