

The page features a decorative graphic on the right side consisting of three overlapping circles in shades of blue, arranged vertically. Two thin blue lines cross the page diagonally, one from the top-left to the bottom-right, and another from the top-right to the bottom-left, intersecting near the circles.

Anti-Bullying & Harassment Policy and Plan

WYNDHAM COLLEGE

Reviewed Dec 2017

Wyndham College is a senior college of approximately 850 students located in Western Sydney on the Nirimba Education Precinct. The school is part of a collegiate group of schools and a member of the Nirimba Education Precinct comprising of UWS College, Nirimba TAFE and Terra Sancta. Individual differences are respected and quality teaching and learning is provided in a student welfare-rich environment.

POLICY STATEMENT

At Wyndham College bullying is taken seriously and is not acceptable in any form. Central to our Welfare and Discipline Policy is the understanding that students have the right to expect that they will spend the school day free from the fear of bullying, harassment, intimidation and victimization.

The **Wyndham College Anti – Bullying & Harassment Policy** aims to reinforce 3 clear messages:

- 1. **“Respect”**
- 2. **Responsibility**
- 3. **Resilience**– to say **“NO”** to:

Inappropriate language	Joke / name calling/teasing
Inappropriate images	Staring
Innuendo/gesturing	Glaring
Offensive whistling	Isolating
Inappropriate behavior towards others	Graffiti/vandalism
Physical abuse / threats of harm	Spitting
Stand over tactics	Pushing
Exclusion	Theft
A gang mentality	Verbal abuse
Discrimination based on; gender, race, disability, religion, sexuality, age.	Ridicule / humiliate
Electronic social pages	Cyberbullying – text/MSN/email/

Definition of Bullying

As stated in the DEC Anti-Bullying Plan for Schools (procedures page 5-6), *“Bullying can be defined as intentional, repeated behavior by an individual or group of individuals that causes distress, hurt or undue pressure”*. Bullying involves the abuse of power in relationships and can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimization of others.

Bullying behaviour can be:

- Verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- Physical** eg hitting, punching, kicking, scratching, tripping, spitting
- Social** eg ignoring, excluding, ostracizing, alienating, making inappropriate gestures
- Psychological** eg spreading rumors, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones

The incidence of cyber bullying is increasing with the introduction of new technologies including allocation of DER laptops. Cyber bullying includes text or images posted on personal websites or transmitted via email or mobile phones. Most often, cyber bullying is just another tool for the person who bullies face-to-face. However, it is becoming more common for those who are being bullied in the playground to retaliate online.

The Anti – bullying & Harassment Policy also helps meet requirements in other areas of the school.

- Safe and Drug Free School
- School connectedness
- School health programs
- Suicide prevention
- Character education

Behaviour supports.

STATEMENT OF PURPOSE

The whole school community has a shared responsibility in managing bullying and bullies. The main purpose is the need for the school to continue promoting respectful relationships within the whole school community, to protect students from bullying and foster a school culture where bullying is unacceptable. All students will be provided with appropriate support when bullying occurs.

Each group within the school community has a supportive role and responsibilities in preventing and actively working together to resolve incidents of bullying behavior when they occur. The responsibilities are:

Students have a responsibility to:

Behave appropriately, respecting individual differences and diversity.
Follow the school Anti-bullying Plan.
Respond to incidents of bullying according to the school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

Support their children in all aspects of their learning.
Be aware of the school Anti-bullying & Harassment Plan and assist their children in understanding bullying behavior.
Support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying & Harassment Plan.
Support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying & Harassment Plan.

Teachers have a responsibility to:

Respect and support students in all aspects of their learning.
Model appropriate behavior.
Respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying & Harassment Plan.

The school has a responsibility to:

Develop an Anti-bullying & Harassment Policy & Plan through consultation with parents, caregivers, students and the community.
Inform students, parents, caregivers and the community about the School Discipline Code or School rules and Anti-bullying & Harassment Plan.
Provide students with strategies to respond positively to incidents of bullying behavior, including responsibilities as bystanders or observers.
Provide parents, caregivers and students with clear information on strategies that promote appropriate behavior, and the consequences for inappropriate behavior.
Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behavior involving their children. Follow up complaints of bullying, harassment, intimidation and victimization.

DEFINITIONS

Harassment

Harassment is any behavior, verbal or physical, enacted by groups or individuals, deliberately, that puts a person or a group of people down, causing a lack of self-esteem or fear.

Bullying

Bullying is an attack, which causes distress not only at the time of the attack, but also by the threat of future attacks. It is characterized by the misuse of power in a verbal/ physical / social or psychological. Bullying is also about empowering oneself at the expense of another person. Bullying occurs over a period of time.

Racism

Racism is behavior, which disadvantages people on the basis of their real (or supposed) membership of a racial, ethnic or religious group. Racial Discrimination can take many forms including direct and indirect discrimination.

Racial Vilification

Racial Vilification is a public act that encourages others to hate, have serious contempt for, or severely ridicule a person, or a group of people, because of race, colour, nationality, ethnic or national background. Racist abuse in public – for instance, on a school bus or in the classroom could amount to racial vilification.

Sex – based harassment

Sex – based harassment is any form of behavior that is not welcome, not asked for or not returned, and that offends, intimidates or humiliates someone on the basis of his or her sex.

Cyberbullying

The use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others. When the Internet, cell phones or other devices are used to send or post text or images intended to hurt or embarrass another person.

Sexting

Is the act of sending sexually explicit messages or photographs, primarily between mobile phones.

Exclusion

Excluding or tending to exclude others by not allowing them to share information or participate in activities that they normally would have been included.

Identifying Bullying Behaviour

Types of Bullying

Bullying can take on many forms.

- Verbal bullying including derogatory comments and bad names
- Bullying through social exclusion or isolation
- Physical bullying such as hitting, kicking, shoving, and spitting
- Bullying through lies and false rumours
- Having money or other things taken or damaged by students who bully
- Being threatened or being forced to do things by students who bully
- Racial bullying
- Sexual bullying
- Cyber bullying (via cell phones or internet)

Why Students Bully

Research about bullying suggests that there are three interrelated reasons why students bully.

- Students who bully have strong needs for power and (negative) dominance.
- Students who bully find satisfaction in causing injury and suffering to other students.
- Students who bully are often rewarded in some way for their behaviour with material or psychological rewards

The Bullying Circle

Nearly one in five students in an average classroom is experiencing bullying in some way. The rest of the students, called bystanders, are also affected by the bullying.

The **Olweus Bullying Prevention Program** describes students involved or witnessing bullying situation as having roles in the Bullying Circle as described in the model.

1. Students who bully

These students want to bully, start the bullying, and play a leader role.

2. Followers or Henchmen

These students are positive toward the bullying and take an active part but don't usually initiate it and do not play a lead role.

3. Supporters or Passive Bullies

These students actively and openly support the bullying, for example, through laughter or calling attention to the situation, but they don't join in.

4. Passive Supporters or Possible Bullies

These students like the bullying but do not show outward signs of support.

5. Disengaged Onlookers

These students do not get involved and do not take a stand, nor do they participate actively in either direction. (They might think or say "It's none of my business," or "Let's watch and see what happens.")

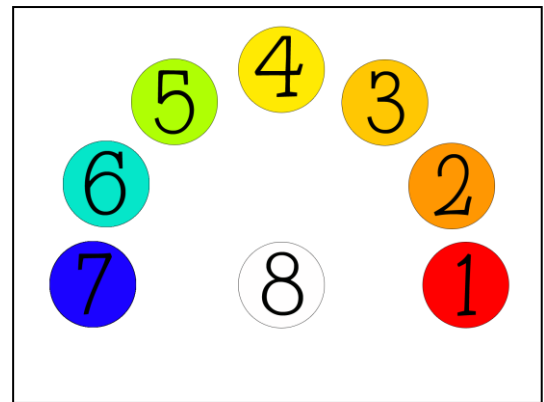
6. Possible Defenders

These students dislike the bullying and think they should help the student who is being bullied but do nothing.

7. Defenders

They dislike the bullying and help or try to help the student who is being bullied.

8. Student Who is Being Bullied



Impact Of Bullying

A single student who bullies can have a wide-ranging impact on the students they bully, students who observe bullying, and the overall climate of the school and community.

Students Who are Bullied – Students deserve to feel safe at school, but when they experience bullying long lasting effects are the result:

- Depression
- Low self-esteem
- Health problems
- Poor grades
- Suicidal thoughts

Students who Bully Others – students who intentionally bully others should be held accountable for their actions Those who bully their peers are more likely to:

- Get into frequent fights
- Steal and vandalise property
- Drink alcohol and smoke
- Report poor grades
- Perceive a negative climate at school
- Carry a weapon

Observers of Bullying – Students who see bullying happen also may feel that they are in an unsafe environment. Effects may include feelings:

- Fearful
- Powerless to act
- Guilty for not acting
- Tempted to participate

Schools with Bullying Issues – When bullying continues and a school does not take action, the entire school climate can be affected in the following ways:

- The school develops an environment of fear and disrespect
- Students have difficulty learning
- Students feel insecure
- Students dislike school
- Students perceive that teacher has little control and don't care

STUDENT ROLES AND RESPONSIBILITIES

IN ANTI-BULLYING

Bullying involves the abuse of power in relationships.

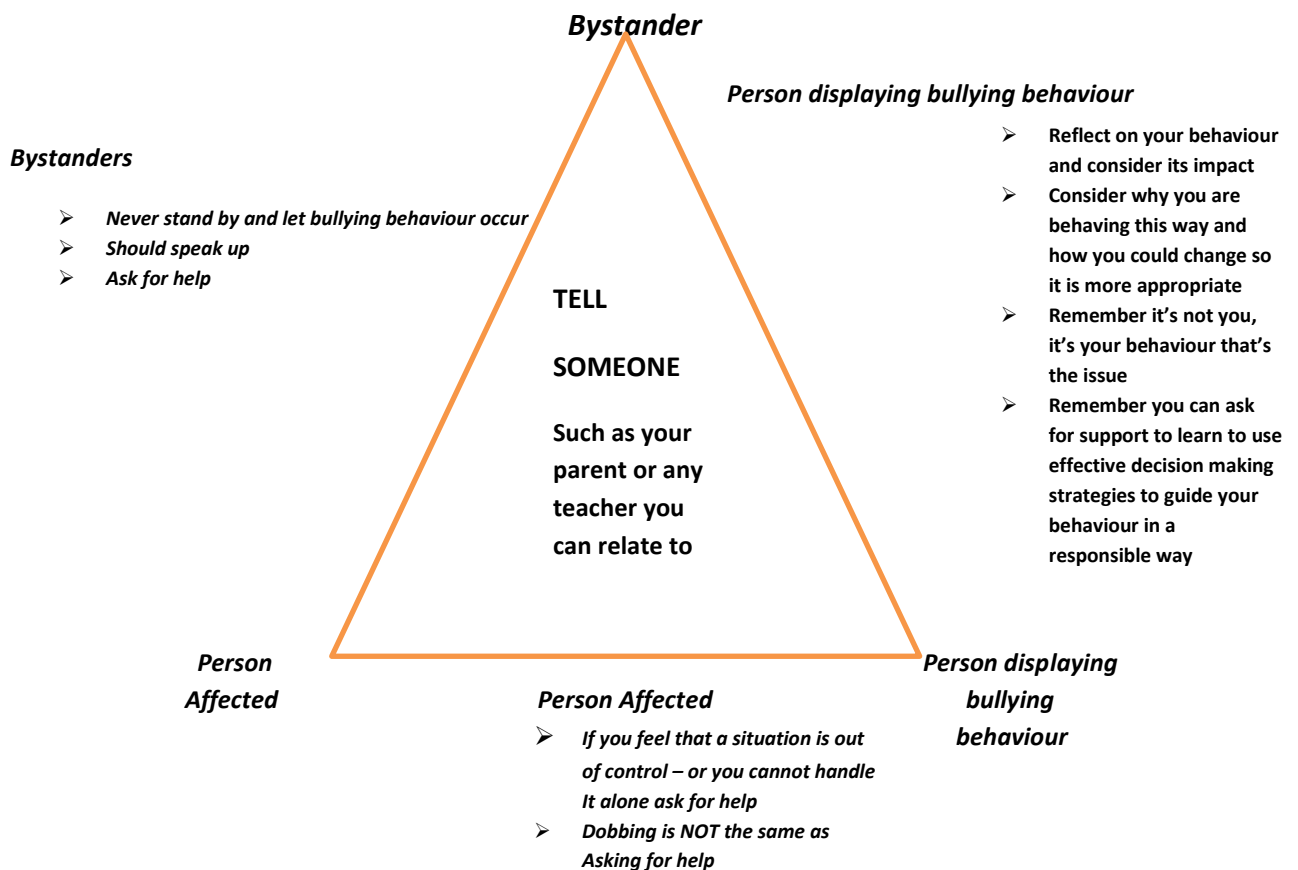
It is intentional, repeated behaviour by an individual or group of individuals that cause distress, hurt or undue pressure.

All students should be active citizens of the school community.

**If you see, are affected by,
Or have been a part of bullying behaviour-**

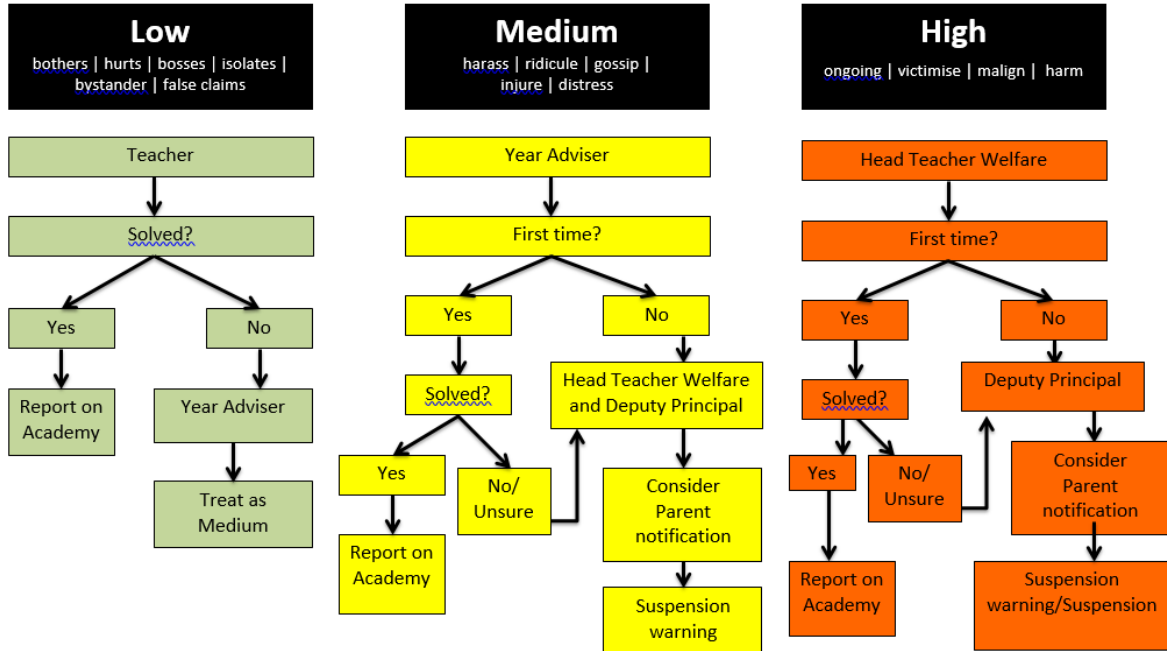
Be sure to take positive action to make things right

What can you do

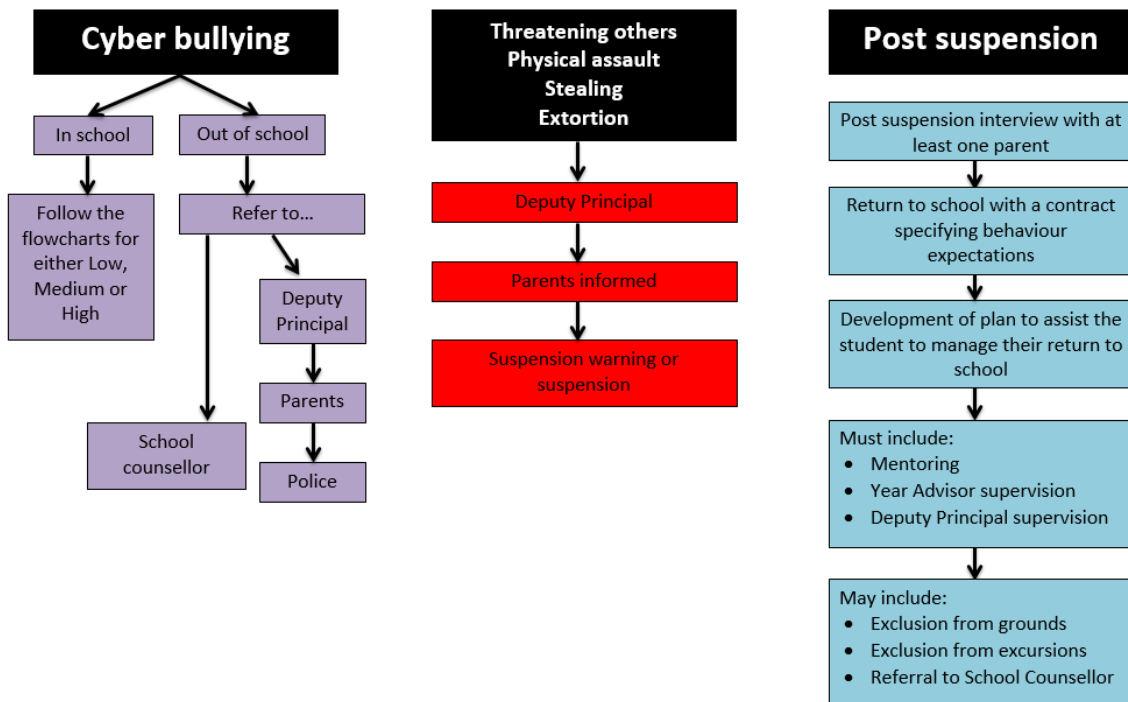


Student Management Flowcharts

Wyndham College



Student Management Flowcharts



Protecting your children from cyber bullies

Internet Safety tips for parents:

- Never allow a computer in the bedroom
- Have a family Online Contract – set rules and consequences for breaches
- Filtering software is important but the most effective filter is Parental Supervision!
- Social networking Sites such as Facebook and My Space must be set to Private
- Do not disclose personal or identifying information or photos
- Make sure that you shoulder surf
- Know where your child is accessing on the internet (just as you would know where they are in the real world)
- You are the parent and should be in charge.

What if my child is being bullied?

- Don't be angry with your child – remember that they are the victim and it is someone else doing the wrong thing.
- Praise them for coming to you, this is a big step as most children are too frightened to tell a parent about cyber bullying.
- Save and store emails, chat logs or SMS in case of police or police investigation.
- Help your child to block and delete the bully from all contact lists
- Do not respond to nasty emails, chat logs or SMS's in case of police investigation.
- Help your child to block and delete the bully from all contact lists.
- Do not respond to nasty emails, chats, SMS or comments – this is what the bully wants, so ignore them.
- Use the report abuse button which most websites/ applications have. Tell them the problems you are having and they are obligated to investigate.
- Have some 'down time' without computer or mobile (do not do this as punishment, rather as some peaceful time where they are not being bothered).
- If unwanted contact continues, consider deleting email, msn, hotmail etc account and start a new account. Only give your new details to a small list of trusted friends.
- Get a new phone number if being harassed on your phone. Report the problem to your phone company and insist on a new number for free.
- Inform your child's school. It is important that they know what is going on so that they can monitor any issues at school.
- If on going, report to the police.

Being Cyber Savvy Advice to students

Don't ever give out the following information:

- Your last name
- Your phone number
- Your private email address
- Your home address
- What school you go to
- Sporting locations you attend
- Your parents work location

Always:

- Be very careful when entering information onto a blog. It doesn't take too much to give your identity away.
- Check your chat profile to make sure that it doesn't include any personal information.

Never:

- Email a picture of yourself to strangers or put a picture of yourself on your chat profile
- Activate your webcam to persons you do not know in person or have just met on the internet
- Never show yourself naked on webcam or photos.

Don't:

- Make plans to meet people that you have so far only met on line.
- But if you decide to do it anyway, have a parent or another adult help you make the plans and go with you. Try to meet in a popular public place, preferably during the day.
- Open up emails, files or web pages that you get from people you don't really know or trust.
- Ever give out your password, except to responsible adults in your family.
- Use a handle or nickname that may attract the wrong attention.

Tell your parents, older brother/ sister or adult if:

- Somebody online says something to you that makes you feel uncomfortable
- Somebody online sends you something that makes you feel uncomfortable
- You see something on line that makes you feel uncomfortable

Resources

- NSW Dept of Education & Community: "**Anti-bullying plan for Schools**".
- Research & development of Anti-bullying practices by **Dr Ken Rigby**, University of South Australia. (**Method of Shared Concern – Pikas**)
- Anti-bullying plans and policies by other schools in NSW
- Dan Olweus, creator of the **Olweus Bullying Prevention Program**, and author of *Bullying at School: What We Know and What We Can Do*. In 1983, three adolescent boys in northern Norway died by suicide. The act was most likely a consequence of severe bullying by peers, prompting the country's Ministry of Education to initiate a national campaign against bullying in schools. As a result, the first version of the *Olweus Bullying Prevention Program* was developed.<http://www.olweus.org/public/stop-bullying-program.page>.
- www.bullyingnoway.gov.au

Team to develop Anti-Bullying Plan:

- Karen Smith – Principal
- David McLeod Jones – Yr12 Deputy
- Shelley Woodhams – HT Welfare
- Brendan Hewitt– YR11 Adviser
- Rachel Zoglmeyer– YR11 Adviser
- Naomi Vaughan – parent
- Anna Jakymin – School Counsellor
- Adele Wakeling– School Chaplain

Reviewed 2017

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