



At Mount Compass Area School we believe that:

- Everyone has the right to feel safe and be safe at school.
- Everyone has the responsibility to act fairly, safely and thoughtfully.

What we do at Mount Compass Area School about incidents of bullying:

- We will listen and talk to the person who is being bullied and to the person(s) who are doing the bullying,
- We will put negotiated consequences in place for the person who has been bullying others. These may include a formal warning, contract with parents, take home suspension and/or exclusion. Families may also choose to take legal proceedings.
- We will provide on going support for the person who is being bullied.

It is important to note that these steps may change depending on each circumstance as each person and incident is different. The responsibility of all those involved are considered on each occasion. Restorative Justice principles will be followed, which include individual/group counselling, conferencing, formal apology and education to bring about behavioural change.

Who to report it to

- Care group Teacher, Counsellor, Chaplain, Principal and Staff.
- Friends, Forum representatives.
- Outside agency (Youth Helpline, Second Story).

What you can do about bullying

- Tell the persons involved to stop.
- If you observe others bullying someone ask them to stop.
- If you are being bullied, or someone you know is being bullied, please report it.

When to report

Report bullying as soon as it happens. Do not ignore it, it may get worse. If it doesn't stop, report it again to make sure that it is resolved.

Bullying and Harassment Grievance Processes

Someone who feels bullied or harassed can choose whether to make an informal or formal complaint.

Step 1

Harassed/bullied person/reporter discusses issue with preferred person and is supported in seeking own solution. An apology made. Diary note or phone call



harassment /bullying stops



harassment / bullying continues.

Step 2

Harassed/bullied person/reporter makes complaint to preferred person. Formal warning and phone call/meeting with parents. Appropriate consequences and an apology/restoration. Internal suspension if continues



harassment/bullying stops



harassment/bullying continues.

Step 3

Investigation. Parties involved are counselled, action is taken to resolve issues. Parents are informed in writing via pro-forma, an apology made/restoration, 1/2 day internal suspension



harassment/bullying stops



harassment /bullying continues.

Step 4

Formal consequences apply, eg suspension. Parents informed in writing via pro-forma, external suspension



harassment/bullying stops



harassment/bullying continues.

Step 5

Repeated harassment at this level is dealt with in accordance with DfE Policy on School Discipline which may lead to Exclusion or Expulsion.

Anti—bullying policy

At Mount Compass Area School we want all students to feel safe.

We take bullying and harassment seriously. This policy explains what bullying is, how you can report it and together what we will do to stop it happening.



What we do at Mount Compass Area School to reduce bullying:

If an incident of bullying/harassment happens at Mount Compass Area School we use prevention, intervention and post-intervention strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, civics and citizenship.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local agencies.

Programs used in the school include:

Bounce Back, Program Achieve, Being Me, Like It Is, Stories For Us, Friendly Kids and Friendly Classrooms.

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Teaching students to be better bystanders.
- Ensuring that all staff know how to address bullying effectively and respectfully.
- Putting consequences in place for those who bully others.

Post-intervention strategies:

- Monitoring the situation between the students to ensure that their safety and well being are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing our yard duty procedures to make sure they are effective.
- Dealing with hotspots in the yard.
- Reviewing and evaluating behaviour codes and policies.

Sexual

- Commenting on other's appearance, body shape or size.
- Making unwanted invitations of a sexual nature.
- Using sexually oriented jokes, drawings and literature.
- Asking unwanted questions or commenting about another's private life.
- Touching, or brushing against others in a sexual manner.
- Invading other's personal space.
- Paying someone out about their relationships, or sexual preference, real or perceived.

Forms of Bullying and Harassment

Physical

- Touching, pushing, shoving, gesturing, invading personal space.
- Using stand over tactics, threatening to "get" people, dominating others as individuals or as a group.
- Intimidating ,excluding, isolating.
- Interfering with or damaging others' property.

Verbal

- Name calling, using offensive language, paying people out.
- Putting people down behind their back or in front of others.
- Spreading rumours, betraying confidences.
- Writing offensive notes, letters, graffiti, messages, including use of electronic means.
- Threatening or pressuring others to do things they don't want to do.

Cyber

- Being bullied and harassed by messages using mobile phones and the internet.

If you would like further information about bullying or you would like to know anything else about our school, please contact us
Telephone: 85568219

Definition of Bullying and Harassment

Bullying and harassment are deliberate and repeated actions towards others which involve the misuse of power.

Bullying is repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons.

Bullying and Harassment is often used to describe negative behaviour toward someone on the basis of differences.

Harassment behaviours are directed toward someone on the basis of differences such as:

- Gender
- Racial background
- Religious or cultural beliefs
- Sexual orientation
- Ability and disability
- Socioeconomic status

Gender

- Excluding others because they don't fit dominant ideas about femininity or masculine or feminine image, stereotype, or trend.
- Paying others out because they are different from or are unable to be part of the currently "acceptable" or "popular" masculine or feminine image, stereotype, or trend.
- Using various forms of harassment to affect decisions about who is "in" or "out" of the group, who is popular and who is not.

Racial and Religious

- Picking on people in any way because of their race, cultural practices, or religious beliefs.