

**Bullies maintain their behaviour if they get away with it.**

**The Bowen State High School community needs to pull together to maintain a consistent stance of non-tolerance towards bullying in order to combat this problem.**

**To promote positive relationships, a care structure is established at Bowen State High School which promotes:**

- Support by parents and caregivers.
- Empowering individual students to choose the options to manage bullying incidents.
- Developing a caring network of friends.
- Focus activities for particular year levels.
- Support by the teacher in the classroom and in the playground to ensure positive relationships and effective discipline is maintained.
- CARE HOD who provide ongoing support and monitoring of their year level/s.
- Intervention/counselling support once the individual requests help through the Principal, Deputy Principals, HODs, Guidance Officer, Behaviour Support Teachers, Sexual Harassment Referral Officer, School Nurse.



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**Bowen State High School**



**Anti Bullying  
&**

**Harassment Policy**

Bowen State High School has a whole school approach to promoting a positive environment where bullying behaviours are not accepted by the school community.

Our policy aims to enlist the help of all students, parents, caregivers and staff to eliminate bullying in all its forms.

**Student and Parent Edition**

**Policy**

**The Code of Behaviour states:**

1. We show respect for people, property and learning
2. We value effort
3. We take responsibility for what we say and/or do
4. We strive to make everyone feel safe, valued and supported.

Bowen State High School is committed to developing positive interpersonal relationships between members of the school community.

Any form of anti-social behaviour is unacceptable.

bullying is a repetitive attack causing distress not only at the time of the attack, but also by the threat of future attacks. It involves an imbalance of power and seeks to deprive people of their rights.

The three most common features are:

It is a deliberate and hurtful behaviour.

It is repeated.

It is difficult for those being bullied to defend themselves.

**Bullying can take many forms. The main types include:**

Physical: hitting, kicking, and taking belongings.

Verbal: name-calling, insulting remarks, spreading untruths.

Social alienation: rejection and exclusion from group, public humiliation.

Intimidation: graffiti, defacing of property, extortion, coercion, use of weapons.

**Harassment is any** unwelcome attention that is offensive, humiliating or intimidating. It is designed to make the person feel embarrassed, frightened or uncomfortable because of a comment or action. Harassing behaviours are directed toward someone on the basis of differences such as gender, racial background, religious or cultural beliefs, sexual orientation, ability and disability, socio-economic status.

**All members of the school community have a right to work or learn in a safe environment. All individuals have a** responsibility to ensure that safety in student/student relationships are maintained by:

Demonstrating non-bullying and harassing behaviour.

Intervening when bullying or harassment is observed.

Reporting bullying or harassing behaviour.

Control remaining with the student.

## Intervention when bullying or harassment occurs.

Behaviour	Action	Personnel
Low level bullying or harassment e.g. a passing comment on your way into class, a 'dirty look' on the pathway.	Choose to either:- <ul style="list-style-type: none"> <li>Ignore.</li> <li>Use friendship or family networks for support.</li> <li>Speak to offender in a calm and rational manner.</li> <li>Formal request for support and/or intervention to an adult at the school.</li> </ul>	<ul style="list-style-type: none"> <li>Students</li> <li>Family members</li> <li>Staff</li> </ul>
Repeated and/or increased bullying or harassment by the perpetrator, or friends of the perpetrator. High impact types of behaviour e.g. emotional intimidation via criticism of a personal nature or ongoing isolation/exclusion from friendship groups, physical or sexual assault.	Do not ignore longer term or serious bullying. Instead, choose to either: <ul style="list-style-type: none"> <li>Use friendship or family networks for support.</li> <li>Speak to offender in a calm and rational manner – alone, with a friend or even in the presence of a staff 'mediator'.</li> <li>Bring about consequences for a bully in clear cases of high impact bullying e.g. detention, parental notification or even suspension.</li> </ul>	<ul style="list-style-type: none"> <li>Students</li> <li>Family Members</li> <li>Staff</li> <li>Administration</li> </ul>
<p>The most effective way to prevent and stop bullying or harassment is for all members of the school community to take responsibility through:</p> <ul style="list-style-type: none"> <li>Supporting the victim and not taking control of the situation away from them.</li> <li>Seeking advice about any behaviour they witness or experience that is unacceptable from relevant people.</li> <li>Acting assertively when confronted by situations of intimidation, and utilising strategies obtained from their support network.</li> <li>Referring the matter to school personnel when bullying continues to occur.</li> </ul>		