



ANTI-BULLYING POLICY

Bray Park State High has a Behaviour Management Plan which strictly prohibits all forms of harassment or bullying be it physical, verbal or displayed. All reports of bullying and harassment will be taken seriously.

1. DEFINITION OF BULLYING

- Bullying is the conscious desire to hurt, exclude or put someone else down to make you feel better.
- Bullying can be in looks, actions, words or posted on the internet.

2. EXAMPLES OF BULLYING

Bullying can include but not be confined to:

- Name calling, teasing
- Being threatened physically
- Having rumours spread about you or your family
- Being excluded from the group
- Being made fun of or ridiculed
- Offensive gestures
- Having your property hidden, stolen or vandalised
- Extortion of money or belongings
- Cyberbullying

3. BEING AN ACCESSORY TO A BULLY

You are helping a bully by:

- Providing an audience and do nothing but watch it happen
- Not reporting the incident to a teacher or staff member
- Passing on harassing notes, being a middle-man
- Passing on rumours told to you
- Laughing at the bullies actions
- Laughing at the victim

Being an accessory is also a part of bullying and you can also face consequences.

4. WHAT YOU CAN DO ABOUT BULLYING

- Be assertive. Explain how you feel.
- Discuss it with friends.
- Consider your behaviour.
- Avoid situations which lead to bullying.
- Don't let the bully know you are scared or upset.

- Talk to a trusted person who can help you such e.g. the Guidance Officer, Year Level Co-ordinator, teacher, Administration, Peer Support Mentors, Student Leaders.
- Seek advice from the School Based Police Officer
- Report all cyberbullying incidents to the Office of the Children's eSafety Commissioner.
www.esafety.gov.au

5. **WHAT THE SCHOOL CAN DO TO HELP**

- Provide a reporting method. Students should report harassment or bullying to their Year Coordinator, Head of Department (Junior Secondary) or the Deputy Principal.
- Provide counselling or give advice how to handle the situation
- Arrange mediation between the parties
- Keep confidentiality if requested
- Investigate all incidents
- Provide a bullying program

6. **CONSEQUENCES IF THIS POLICY IS BREACHED**

Bray Park will treat all allegations of bullying seriously and impartially. Should a complaint be upheld, consequences for the respondent will depend on seriousness and/ or the number of times committed. Consequences can include but not confined to:

- Making an apology to the victim
- Mediation with an arbitrator
- Parents contacted
- Counselling or alternate program
- Retrieval or Formal Suspension
- Exclusion from school

Bray Park State High Schools Anti Bullying policy is based on the following legislations:

VICTIMISATION

The Anti-Discrimination Act 1991 makes it unlawful to treat unfavourably or threaten a person who has made a complaint in good faith. This provision also provides protection to witnesses.

Further and more serious disciplinary action may be taken against anyone who has made a threat to a person who has made a complaint of bullying or harassment.

ANTIBULLYING

On 23 February 2010 the Premier announced the formation of the Queensland Schools Alliance Against Violence (the Alliance) to provide on best practice measures to address bullying and violence in Queensland schools to the Minister for Education and Training.

On the 14 May 2010, the Alliance endorsed the release of Working Together: A toolkit for effective school based action against bullying.

Just as the nature of bullying is ever-changing and responsive to the environment, this toolkit will continue to expand and provide school communities with useful evidence-based ideas on how to tackle this complex issue.

CYBERBULLYING

Enhancing Online Safety for Children Act 2015