

ANTI-BULLYING POLICY

Lycee Condorcet anti-bullying policy provides clear definitions for understanding bullying behaviour, and the processes for preventing and responding to bullying. The purpose of this policy is to outline the provision of a safe and respectful learning environment for students, where bullying is not accepted, and clearly explain the school's response if bullying does occur. We recognise that bullying may occur based on sexuality, religion, race, or other factors, and we will respond accordingly.

The school community believes that a safe and respectful school community, where all students have the opportunity to learn to their potential, is founded on positive relationships, where bullying is not accepted. This policy is founded on the principle that all members of our school community have a responsibility to:

- be aware of what constitutes bullying behaviour
- prevent bullying by promoting positive relationships and anti-bullying messages
- report bullying when it occurs
- respond to bullying according to the procedures in this policy

Definition: What is bullying?

Bullying is the use of aggression conducted by an individual or group against others with the intention of hurting another person. It usually has three common features: it is **deliberate**, hurtful behaviour, it is **repeated**, often over a period of time and it is difficult for those being bullied to **defend** themselves. Bullying involves the use of power in an unfair way and results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, taking belongings, punching or any use of violence
- Verbal: name-calling, sarcasm, spreading rumours, teasing, insulting, threats
- Non-Verbal: writing offensive notes, emails, texts, graffiti, rude gestures and facial gestures
- Exclusion: deliberately excluding others from the group, refusing to sit next to someone
- Cyber: emails, texts, social media to make hurtful threatening comments, spread rumours, post images

Bullying is different from ordinary teasing. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between the children involved.

Signs and symptoms

For behaviour to be classified as bullying, it needs to involve **repeated** actions that are **intended** to cause hurt. Not having friends or not being popular isn't necessarily a sign that a person is being bullied. **It is important to distinguish between bullying behaviour and normal interpersonal conflict.**

Other incidents are dealt with using the Reglements Interieurs and the Student Management Policy.

What you can do about bullying

Tell the person(s) involved to stop

Ask other people to stop, if you observe them bullying someone

If you are being bullied, or someone you know is being bullied, report it

You can report it to:

friend(s)

parent(s)/caregiver(s)

teacher(s)

When to report

Report bullying as soon as it happens.

Do not ignore it, it may get worse.

CYBERBULLYING

Cyberbullying is causing hurt via technologies such as the internet, social media and through the use of smart phones and mobile devices.

Cyberbullying can be particularly damaging because of the capacity it has to humiliate, hurt and harm a person in front of a large audience and the bully can remain anonymous.

Cyberbullying is particularly dangerous because it can be done quickly and easily and the bully is often unaware of the extent of the extent of harm they are causing.

This policy is equally applicable when using technology. Some examples of cyber bullying, which are unacceptable at any time, whether at or away from school are listed below. In extreme cases, this kind of bullying will be referred to the Police.

- Sending messages or emails containing threats, insults or inciting anti-social behaviour

- Forwarding emails or messages containing destructive rumours about a student
- Creating a social media profile impersonating another student
- Circulating photos or video of other students without their consent
- Threatening opponents via online games
- Filming teachers or other students and posting or uploading footage on social media or any website.
- Sexting

Sending explicit photos of anyone, including yourself, is a crime if you are under 18. If the person in the photo is under 16 years, it can be a very serious crime possible resulting in criminal charges of paedophilia.

STUDENT GUIDELINES

Due to the wealth of social media tools available, students are subject to a greater level of responsibility and accountability.

Students should adhere to the following guidelines when using internet tools at school or in any way related to school activities.

- Be aware of what you post online. What you post leaves a digital footprint. Don't post anything you wouldn't want friends, parents, teachers or a future employer to see.
- Follow the school's Communication Charter when writing online. What is inappropriate in the classroom is inappropriate online
- Be safe online. Never give out personal information and do not share passwords.
- Be aware of the school's Online User policy and how it can change over time.
- How you present yourself online is an extension of yourself. Do not misrepresent yourself using someone else's identity.
- If you come across inappropriate material that makes you feel uncomfortable, or is not respectful, inform staff or your parents immediately.
- Ensure social networking sites are set to 'private' and you only allow access to people you personally know and trust.

Preventing Bullying

The school incorporates cyber safety and Bullying awareness through the following programs:

- The Heure de Vie de Classe program for Secondary students and is incorporated in the curriculum via various KLAs in Primary.
- Information provided to parents
- Involvement of Police Youth Liaison Officer to address students
- Implementation of PIKAS program establishes peer support.

The school encourages positive strategies for fostering pro-social skills particularly during sports, in-class activities and school outings. We will use the

curriculum whenever possible to reinforce the ethos of the school and help students to develop strategies to deal with bullying behaviours.

Responsibilities and Delegations

School staff have a responsibility to:

- Respect and support students
- Model and promote appropriate behaviour
- be alert to bullying behaviour and signs of distress in students
- Have knowledge of the school's policy relating to bullying
- Respond to incidents in a timely manner

Students have a responsibility to:

- Behave appropriately, respecting individuals, differences and diversity
- Behave responsibly when using technology
- Follow the school's anti-bullying philosophy
- Report incidents of bullying immediately

Parents have a responsibility to:

- Support their children to use technology responsibly
- Be aware of the school's anti-bullying policy and assist their children in understanding undesirable behaviours
- Support the school's anti-bullying philosophy and
- Report any incidents of school related bullying to the school immediately

Procedures

The School has implemented the PIKAS method of responding to Bullying. A number of staff have been trained in this method and have formed the cellule bien-être (wellbeing team). The PIKAS Method or Method of Shared Concern is a non-punitive multi-stage strategy used with groups of students who are suspected of bullying someone. It facilitates the emergence of a solution to a bully/target problem through the use of a series of interviews and discussions with the parties involved.

Students suspected of bullying others are first interviewed individually. The practitioner shares a concern for the bullied student and invites each of them to say what they will do to help. When it is clear that helpful actions have taken place, the students meet as a group with the practitioner, plan what they propose to do next, and subsequently meet with the person they have bullied to finally resolve the problem.

Lycee Condorcet has a responsibility to respond promptly and effectively to issues of bullying.

1. All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening. They should treat any report of bullying seriously and take action.
2. Students being bullied should be assured that they have acted correctly in reporting the bullying. All reports of bullying, no matter how trivial, will be investigated and dealt with. In that way students will gain confidence in “telling”. This confidence factor is of vital importance.
3. Staff should first listen to the student or students, and make such enquiries as may be necessary to clarify exactly what has been happening.
4. For Secondary students, any reported matter will be referred to the cellule bien-être (wellbeing team) who will post a call via Google Classroom

Team members are allocated as required, students are identified, interviewed and followed up as required.

All interviews, interventions and outcomes are recorded in each Case document on Google Classroom.

The Deputy Principal, Secondary oversees this process.

5. In the Primary School all incidents of bullying are reported to the Primary Director who will meet with the student being bullied. With input from this student a group of 6 students is identified (who include the accused bully and friends of both students) and group members are met with individually. The entire group then meets and objectives for each of the students put in place.

The victim is followed up periodically to review progress and if required the process is repeated until the desired outcome is achieved.

Records of bullying incidents involving Primary students are maintained securely in the Primary Director's office.

6. In certain cases parents will be informed and they will be asked to come in to a meeting to discuss the problem.
7. Where cases of bullying involve assault or any form of physical violence with the potential for injury, police will be consulted.

Incidents involving assault, threats, intimidation, or harassment

Staff are to report these types of incidents to the Principal who will assess the situation and determine the appropriate action to be taken. In incidents involving assaults, threats, intimidation or harassment, the school follows the guidelines set out in the Student Management policy.

Reports are made to the Police Youth Liaison Officer, Local Area Command when required.

HELP ORGANISATIONS:

Police Youth Liaison Officer: Constable Mark Thomas – Maroubra Police Station 9349 9299
Beyond Blue: 1300 22 46 36
Kids Helpline: 1800 55 1800
Headspace: 8785 3200

Resources for teachers and parents

- www.ncab.org.au
- www.bullyingnoway.com.au
- www.cybersmart.gov.au
- www.kidshelp.com.au

References

Student Management Policy

Policy Date: March 2019

Policy Review Date: March 2022