

# (ANTI BULLYING PROGRAM) RESPECT, RESILIENCE AND RESPONSIBILITY

## **Rationale**

Bullying in school is as serious issue. Research and evidence indicates that the bullying occurs in all schools and that the impacts on students can be severe and long lasting.

Bullying behaviour at Colo High School is not acceptable. All students at Colo High School have the right to learn in a safe and secure environment. *The focus of the Respect, Resilience and Responsibility Policy (Triple R) is to empower the victim with a responsibility for their own safety and a resilience to deal with bullying; it aims to take away the victim mentality. It also strongly focuses on all students respecting each other and taking a responsibility for creating a safe and productive learning environment for all students. All students are expected to take an active part in contributing to the culture of respect, resilience and responsibility for themselves and others at Colo High.*

## **Policy**

Colo High School recognises that bullying occurs in several forms

- Verbal – threats, name calling, laughter, humiliation, teasing, spreading rumours, embarrassing comments, abuse, teasing
- Physical – hitting, tripping, pushing, punching, kicking, standing over someone
- Social – ignoring, isolating, excluding, rejecting
- Emotional – stalking, mind games, mimicry, teasing, body language and gestures, threatening stares, intimidation, hiding or damaging others possessions
- Cyber - the use of the internet or mobile phones to bully by spreading rumours gossip, displaying embarrassing images, sending threatening or abusive messages, isolation

Students engage in bullying behaviour will be dealt with through the welfare and discipline System and CARE program and counselled appropriately regarding the reasons for and impact of their actions.

Students who are being bullied will be supported through the CARE program and counselled by all staff members.

All staff members are responsible for creating and maintaining a safe and secure learning environment for students and are therefore responsible for dealing with bullying through the CARE program.

## **Procedures for implementation at Colo High School.**

*The Triple R policy — (RESPECT, RESILIENCE AND RESPONSIBILITY) takes a two pronged approach:*

*A proactive approach with explicit teaching of the elements of respect, resilience and responsibility with the school setting in*

- *PE lessons in Year 7 and 8*
- *Focus time across all years*
- *Year meetings as necessary and to support focus time activities*
- *Peer support activities*
- *Class discussions facilitated by the welfare team and members of Year 11 Leadership team*

*A reactive approach under the CARE program and Welfare and Discipline Policy when bullying occurs*

### **CARE Program**

This is designed to support the victim of bullying and aims to reduce the incidence of bullying in all facets of school life. The steps are:

- 1 Gather details. What is the problem? Two forms - one completed by the victim and one completed by the bully, assist in this process.
2. Assist bullies to modify their behaviour through interview, discussion and sharing ideas on how to do things differently and monitoring.
3. Empower students. If bullying continues, or any incident occurs, the student is to quietly inform an member of staff who assist them to work out the problem and overcome the situation.
4. Empower parents to work with their child at home and with the school to develop their child's respect, resilience and responsibility.

### **Students**

Students participate in

- Courses to promote resilience, respect and responsibility for themselves and others as part of their transition to high school
- Peer Support Program in Year 7
- Focus time activities
- Through class discussions facilitated by members of the welfare team and year 11 Focus Group leaders and within regular Year meetings.
- Through regular surveys to evaluate the extent of bullying and the effectiveness of proactive and reactive strategies.
- Explicit lessons in PDHPE during Term 1 for Years 7 and 8

Students are informed of the ***Respect, Resilience and Responsibility Policy (Triple R)*** through information included in their school planners.

All students have access to the CARE Program (Caring And Responsive Education)

**Parental and community** awareness of bullying issues is raised by

- Colo in Contact
- P&C
- Year 7 Orientation Day
- Year 7 Information Booklets
- New Enrolment Information Booklet
- Participation in surveys as to the extent of bullying and the effectiveness of *Triple R Strategies*

## **Roles**

Students

- Inform teachers of bullying
- Understand what is meant by bullying, understand all the types of bullying
- *Keep themselves safe by avoiding individuals and situations which make them open to bullying*
- *Supporting friends who are at risk of being bullied*
- *Avoid inciting others, engaging in name calling, retaliation and escalation of bullying*
- Don't be a bystander

Teachers

- Listen and acknowledge the incident
- Implement the CARE program
- Implement strategies to stop bullying within their classroom *or playground*
- Inform the Year Adviser for their knowledge.
- *Maintain profiler records of bullying and teacher responses*
- Where the matter involves an assault or sexual harassment the incident should be immediately reported to the Deputy Principal in charge of the Year group.

Year Adviser

- Implement the CARE program
- *Participate in proactive teaching of Triple R Policy*
- Maintain records of bullying events to establish patterns and students causing concern
- Inform parents where appropriate
- Inform welfare team and senior executive of significant concerns
- *Maintain profiler records of bullying and teacher responses*
- Make notification the Learning Support Team where appropriate
- Where the matter involves an assault or sexual harassment the incident should be immediately reported to the Deputy Principal in charge of the Year group.

Head Teacher Welfare/Administration

- Implement the CARE program
- *Participate in proactive teaching of Triple R Policy*

- Maintain records of bullying events to establish patterns and students causing concern
- Inform parents where appropriate
- ***Maintain profiler records of bullying and teacher responses***
- Inform welfare team and senior executive of significant concerns
- Make notification to the Learning Support Team where appropriate
- Where the matter involves an assault or sexual harassment the incident should be immediately reported to the Deputy Principal in charge of the Year group.

#### Parents

- Encourage your students to discuss bullying and to follow the procedures for the reporting of bullying
- Contact the school if your child's efforts to deal with the bullying do not appear to be working
- ***Actively*** monitor your child's use of the internet and mobile phones to prevent cyber bullying
- ***Act upon Cyber bullying by reporting it to the police***

#### School Counsellor

- Provide individual support and strategies to students involved in on going and serious bullying incidents.
- ***Participate in proactive teaching of Triple R Policy***

#### Senior Executive

- Implement CARE program
- Investigate physical assault and sexual harassment and initiate appropriate disciplinary action
- Support the Welfare Team and staff in implementing the CARE program and addressing bullying issues in the school