Girton Grammar School Bendigo

ANTI-BULLYING AND HARASSMENT POLICY

Girton Grammar School is committed to providing everyone in our School with a working and learning environment free from unfair, unwarranted harassment.

It is the School's goal to provide an environment where the physical, emotional, moral and educational health and well-being of students are fostered above all else. Bullying and harassment are not only school disciplinary matters but are illegal under Victorian and Commonwealth legislation.

So is victimisation of those who report bullying.

- Support your friends and protect them from bullying by being there for them. Students who are alone are more likely to be the target of bullying so encourage your friends to be aware of other students who are left out or on their own in the schoolyard.

ADVICE TO FRIENDS OF VICTIMS:

If your friend is a victim of bullying, you will know this by his or her behaviour or as a result of someone, perhaps them, telling you.

AS A FRIEND YOU SHOULD:

- Listen and support your friend.
- Encourage assistance eg, approach your teacher, House Tutor, Head of House or trusted adult.
- Be sure that your friend is not left on his or her own, so include him or her in your activities.
- If you are aware of the incident (you saw or read it) you should be willing to provide an honest account of it.

ROLE OF PARENTS

DO NOT IGNORE BULLYING

What to look out for: Symptoms such as not wishing to go to School; failing to meet deadlines; apparent sadness; uncharacteristic quietness may be some indicators of a person being bullied.

WHAT TO DO

No matter what Year your child is in, if you feel he/she is being bullied please contact a member of staff. In many cases your child may not wish you to contact the School in case "things get worse". It is very difficult to deal effectively with bullying if it is not reported. Most bullying takes place away from teachers' eyes, and often outside the School's grounds.

ROLE OF STAFF

All Staff have an important role to play in detecting and reporting incidents of suspected harassment, whether these be inside or outside the classroom. This applies especially to any repeated or chronic behaviour.

Any of the following staff members should be notified:

- House Tutor
- The relevant Head of House
- Deputy Head
- Head of Student Wellbeing & Pastoral Care
- Head of Transition
- Head of Junior School
- Deputy Head of Junior School
- Junior School class teacher

Any staff member receiving a notification must report it promptly to a member of Senior Staff, who must then take action.

MANAGEMENT OF REPORTS

STAGE 1: SHARING THE CONCERN

Once a person lodges a Report alleging bullying or unfair harassment the following shall occur:

- The person who claims to have been bullied will be interviewed and may be asked to give an account of the problem orally or in writing. Specific (and sometimes very detailed) questioning about any background or history to the incident may be asked. This may include questions about previous incidents or the relationship with the alleged bully and whether any possible provocation or misunderstanding has occurred.
- As soon as possible the accused person will be seen and informed of the allegation. The person will provide his or her version of the events. Specifically, he or she will be asked to comment on whether the allegation is true. Other relevant questions as outlined in point 1 above may also be asked.

USEFUL LINKS:

Kids Helpline - Phone: 1800 55 1800
(www.kidshelpline.com.au)
This site provides information about the Kids' Help Line free 24 hour telephone and online counselling service. Other useful information can also accessed through this site, including strategies to help children and parents deal with bullying.

Beyond Blue - Phone: 1300 22 4636
(www.beyondblue.org.au)
This site provides contact details and professional advice for people who feel as though they may be suffering from depression.

Office of the Children's eSafety Commissioner
(www.esafety.gov.au)
The Office of the Children's eSafety Commissioner is a one-stop-shop for online safety for children, parents and educators.

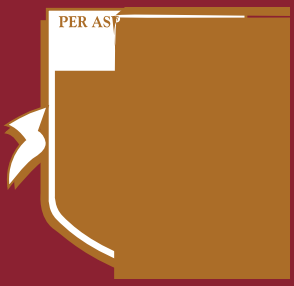
ReachOut
(www.reachout.com.au)
An excellent site which provides advice about a range of youth related issues including bullying.

Evelyn Field OAM
(www.bullying.com.au)
This site contains valuable information for parents, teachers and students.

Childnet International
(www.childnet.com)
Award winning website providing practical advice about internet safety. Specific sections for students, teachers and parents are included on this site.

Bullying. No Way!
(www.bullyingnoway.com.au)
Plenty of useful information and fun resources for young people and adults can be found on this site.

Friendly Schools
(www.friendlyschools.com.au)
Another site containing valuable information with sections for young people, parents and teachers.



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