Anti-bullying Policy

Purpose

This policy outlines how the Berry Street School defines, prevents and responds to incidents of bullying, harassment, discrimination or other unacceptable behaviours, including cyber-bullying.

Berry Street recognises that it is essential to provide a supportive learning community where all students feel and are safe and are treated with respect.

School staff, parents, carers and the local community have the right to teach, work and participate in an environment that is safe and supportive.

Definitions

Word	Definition
Bullying	Is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear. There are four main types of bullying: Direct physical (hitting, kicking, tripping etc), Direct verbal (name calling, insults, intimidation, racist remarks etc), Indirect (carried out behind a person's back and designed to damage reputation and/or cause humiliation.
Cyber-bullying	Is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.
Duty of Care	Is the legal obligation for principals and teachers to take all reasonable steps to reduce risk to students. The duty of care is non-delegable, meaning that it cannot be assigned to another party. "A teacher is to take such measures as are reasonable in the circumstances to protect a student under the teacher's charge from risks of injury that the teacher should reasonably have foreseen." (Richards v State of Victoria).
Student	Refers to any person who is enrolled to attend a Berry Street education program.
Teacher	Refers to any person who is employed to deliver an education program which forms part of the required school or course curriculum.

Scope

This policy applies to all current students, their families and carers, teachers and school staff.

Policy

The Berry Street School define bullying as:

Repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Prevention of and early intervention in Bullying

Senior Education staff will take proactive steps to reduce the risk of bullying which includes establishing and maintaining a culture and expectation of respect. This will be achieved through programs, curriculum and resources for staff, students, parents and carers which explore bullying and recognise and promote positive behaviour. Annual review of bullying incidents and feedback from students and carers will inform continued action and a planned proactive response. To prevent cyber bullying, students will hand in mobile phones to staff for safe-keeping and there will be tight control of the use of the internet and other social media in school hours.

The Berry Street School will support children to develop social connections and friendships with their peers, build skills in children to support their peers and challenge bullying or isolating behaviour between children

Responding to incidents of bullying

All incidents of bullying will be reported and responded to in a timely manner. Staff will provide a safe environment for the 'target' and advise and consult with Lead Teacher/ Senior Manager of incident. In case of emergency, staff will call 000. Strategies for immediate intervention will be developed in consultation with involved students. The family/carer/case manager will be contacted about the incident and to decide further action.

Taking Action

There is no one best action to take in responding to bullying and any action taken will be informed by the nature of the bullying, and will include factors such as:

1. Illegality of the bullying behaviour- the school may be bound by procedures for dealing with prescribed or criminal behaviour that involves bullying.

2. Persistent or repeated behaviour patterns.

3. Single or group bullying.

Generally, expulsion will not be used as a response to bullying regardless of the severity. In accord with the philosophy of respectful and safe schools, Berry Street education programs will adopt non-punitive approaches wherever possible and will use restorative practices to resolve situations.

Authorities and accountabilities

The Berry Street School Principal is responsible for ensuring that the Policy is implemented at all campuses. The Berry Street School Leadership Team is responsible for review of the procedure. The relevant Head of Campus for is responsible for monitoring and decisions regarding implementation of the procedures and ensuring that all staff implement the procedure. Teachers are responsible for ensuring that they comply with the requirements of this procedure.

Relevant legislation & frameworks

- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission (HREOC) Act 1986
- Racial Discrimination Act 1975
- Racial Hatred Act 1995
- Sex Discrimination Act 1984
- Children, Youth and Families Act (2005)
- Charter of Human Rights and Responsibilities Act (2006)
- Education and Training Reform Act (2006)
- Education and Training Reform Regulations (2007)
- Victorian Child Safe Standards (2022)
- DET School Policy and Advisory Guide
- Independent Schools Victoria Compliance Framework
- Victorian Health Act (1953)
- DET School Policy and Advisory Guide Independent Schools Victoria Compliance Framework

Useful resources

https://www.eduweb.vic.gov.au/edulibrary/public/stuman/wellbeing/respectfulsaf e.pdf

http://www.is.vic.edu.au/compliance/students/anti-bullying.htm

http://www.education.vic.gov.au/school/parents/health/Pages/respectfulsch.aspx

http://deewr.gov.au/national-safe-schools-framework-0

http://safeschoolshub.edu.au/

http://bullyingnoway.gov.au/teachers/school-strategies/resources.html

http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/teachres.

http://safeschoolscoalitionvictoria.org.au/resources/

http://www.education.vic.gov.au/school/principals/spag/health/Pages/genderidentity

http://safeschoolscoalitionvictoria.org.au/wpcontent/uploads/2013/04/supportsexualdiversity_deecd.pdf

If you have any queries in relation to this policy, please contact the School on 03 9429 9266

This policy **is next scheduled for review on 30/05/2024**

PLAIN ENGLISH VERSION

Anti-bullying Policy

Bullying is repeated verbal, physical or social behaviour

by a person or group

towards a less powerful person or group

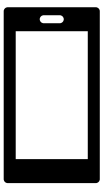
intended to cause harm, distress or fear

All students at Berry Street have the right to feel and be safe

Preventing Bullying

Senior staff will reduce the risk of bullying by anti-bullying programs and resources for staff, students, parents and carers

To prevent cyber bullying, students will hand in mobile phones to staff for safe-keeping



Internet and other social media are controlled at school

Responding to bullying

All incidents will be reported and responded to quickly

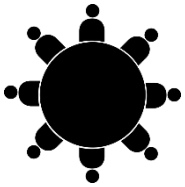
Staff will provide a safe environment for the 'target'

In case of emergency, staff will call 000.

The staff will contact the family/carer/case manager to decide further action.

Berry Street will respond in line with the law

Students will **not** usually be expelled from school



Berry Street School will try to talk and solve problems together