



**Alkira**  
Secondary College

*Personalised learning for all. Respect for the individual learner.*

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## **BULLYING / CYBER BULLYING Policy**

### **Rationale**

Bullying in any form is unacceptable, including that undertaken on-line. As educators, we have a responsibility to provide teaching and learning environments that are free from discrimination and bullying in all forms, including those based on race, ethnicity, gender, ability, disability, sexuality and religion.

### **Definition:**

Bullying is when someone, or a group of people, upset or hurt another person or damage their property, reputation or social acceptance on one or more occasions. There is an imbalance of power in incidents of bullying due to age, size, status or other reasons.

### **Rationale:**

The College will promote a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their College environment. Bullying that is carried out through an internet service, such as email, chat room, discussion group instant messaging or by any other technology method is considered cyber bullying.

### **Aims:**

- To reinforce within the College community what bullying is, and the fact that it is unacceptable.
- Everyone within the College community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

### **Links to Child Safety Standards**

Child protection is a shared responsibility between all employees, workers, contractors, associates, and members of the Alkira SC community. The safety and wellbeing of our students form a central and fundamental responsibility of our College and compliments our vision and values of: Respect, Integrity, Care and Excellence.

**Alkira SC is committed to zero tolerance of child abuse;** including physical violence, sexual offences, serious emotional or psychological abuse and serious neglect. It is our moral and legal responsibility to create a nurturing school environment where children and young people are respected, their voices are heard and they are safe / feel safe and where bullying (including cyber bullying) in any form is not tolerated. All children, regardless of their gender, race, religious beliefs, age disability, sexual orientation, or family or social background, have equal rights to protection from abuse. Alkira SC affirms our commitment towards-

- The support and respect all children, as well as our staff and volunteers.

- Actively working towards listening to and empowering children.
- Creating systems to protect children from abuse and will take all allegations and concerns seriously; having mechanisms in place to ensure consistency in line with school, DET and DHS protocols.
- Promoting cultural safety and safe learning environments for Aboriginal children, the disabled and children from culturally / linguistically diverse backgrounds.
- Empowering and providing an inclusive environment for Aboriginal children, the disabled and children from culturally / linguistically diverse backgrounds.

### **Implementation:**

- Parents, teachers, students and the community will be aware of the College's position on bullying.
- Teachers will be reminded of their duty of care regarding protection of students from all forms of bullying.
- The College will adopt a four-phase approach to bullying.

### **A. Primary Prevention:**

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the College's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify with students at the start of each year the College policy on bullying, including cyber-bullying.
- All students to be provided with individual and confidential network log ins and passwords. Processes to be put in place to ensure tracking of student activity on the College's network. Firewalls to be installed to eliminate outside traffic into the College's network and intranet.
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.

### **B. Early Intervention:**

- Promote children and staff reporting bullying incidents involving themselves or others.
- On a regular basis reminding students and staff to report incidents of bullying.
- Regular monitoring of student traffic on College's computer networks to identify potential problems.
- Parents encouraged to contact the College if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- Parents to be contacted.

### **C. Intervention:**

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Parents will be contacted.
- Both bullies, victims (and witnesses, where relevant) will be offered counselling and support.
- Removal of cyber-bullies from access to the College's network and computers for a period of time. Loss of privilege to bring a mobile phone to the College for students who bully via SMS or similar telephone functions.
- If student bullying persists parents will be contacted and consequences implemented.

#### **D. Post Violation:**

- Consequences for students will be individually based and may involve:
  - Exclusion from class.
  - Exclusion from yard.
  - Suspension.
  - Withdrawal of privileges.
  - Ongoing counselling from appropriate agency for both victim and bully.
  
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:
  - Counselling
  - A period of monitoring
  - A formal support group
  - Disciplinary actions

#### **Evaluation:**

This policy will be reviewed as part of the College's three-year review cycle.

This policy was last ratified by School Council in **September 2016**