

Anti-Bullying Policy

All members of the Alphington Grammar School community, including students, staff and visitors, have the right to:

- *enjoy healthy and positive relationships;*
- *feel safe;*
- *learn, teach and work in a happy environment; and*
- *receive support when any of the above rights are challenged.*

Purpose:

The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Alphington Grammar School.

1. Definition of Bullying:

1.1. Bullying is any repeated unreasonable behaviour that creates a risk to a person's physical or mental health, or safety. Bullying may include (1) repeated, serious offences; or (2) behaviours that if considered in isolation may appear insignificant, but that over time accumulate to establish an environment that is hostile to an individual, and a risk to his or her health and safety.

1.2. Bullying can take many forms, including:

- physical bullying (e.g. punching, kicking, fighting, damaging property, invading someone's personal space);
- verbal bullying (e.g. name-calling, teasing, spreading rumours, demeaning someone, swearing, using offensive language);
- cyber bullying, when technology (e.g. electronic devices like mobile phones, social networking sites and email) is used to harass, threaten, embarrass, or target another person;
- sexting, when sending sexually explicit messages or photographs via electronic devices may lead to public humiliation;
- victimisation (e.g. standover tactics, extortion, picking on others and repeated exclusion);
- racial bullying (e.g. bullying that targets a person's race or religion); and
- sexual bullying (e.g. making inappropriate comments, touching or brushing up against another person in a sexual manner, using rude names, or commenting inappropriately about someone's sexuality or morals).

1.3. There are also many distressing behaviours that are not regarded as bullying, even though they are unpleasant and often require intervention and management. These can include:

- mutual conflict;
- social rejection;
- single-episode acts of nastiness or meanness; and
- random acts of aggression and intimidation.

1.4. Although these behaviours may not be regarded as bullying, the School will not ignore or condone single episodes of nastiness or physical aggression. Students and parents should seek guidance and support from the relevant House Mentor or Head of House if they are concerned about distressing behaviours.

1.5. Serious bullying is a criminal offence by extending the application of the Crimes Act 1958 to include behaviour that includes serious bullying (Brodie's Law).



2. Definition of Harassment:

- 2.1. Harassment is any type of conduct or behaviour towards another person which is offensive, humiliating, demeaning, derogatory or intimidating. Harassment can be verbal, physical, written or visual.
- 2.2. Harassment can take many forms, including:
 - making offensive comments, or jokes, about a person's religion, physical appearance, dress, sexual orientation, or private life;
 - asking intrusive questions of a racial, religious or sexual nature, or in relation to a disability; and
 - using technology to post inappropriate comments about a person's religion, physical appearance, dress, sexual orientation, or private life.

3. Definition of Sexual Harassment:

- 3.1. Sexual harassment is an unwelcome sexual advance, request for sexual favours, or unwelcome conduct of a sexual nature, which a reasonable person would find offensive, humiliating or intimidating.
- 3.2. Sexual harassment can take many forms including:
 - direct propositioning or inappropriate relationships;
 - leering, patting, pinching, touching or unnecessary familiarity;
 - making comments or gestures of a sexual nature;
 - spreading rumours of a sexual nature about a person; and
 - indecent exposure or sexual assault.
- 3.3. The sexual harassment of students and staff of schools is unlawful under the Federal Sex Discrimination Act, 1984.

4. Where Students or Parents/Parent Liaisons can seek support if bullying or harassment occurs:

- 4.1. Bullying and harassment are unacceptable. They will not be tolerated at Alphington Grammar School.
- 4.2. Any student has the right to seek assistance if he or she feels threatened with bullying or harassing behaviour.
- 4.3. In the event that a student experiences bullying, or distressing behavior, pastoral support would be provided through the House Mentor or Head of House.
- 4.4. The student and/or their parents(s) should inform a member of staff of the situation. Support, information and advice can be obtained from the following:
 - Head of Aristotle House: Mrs. Toula Terezakis;
 - Head of Byron: House Mr. Andrew Diviny;
 - Head of Pericles House: Mr. Con Papoulis;
 - Head of Socrates House: Mr. Trevor Adams;
 - School Psychologist House: Mr. Max White;
 - Deputy Head of Secondary School: Ms. Deirdre Grealish;
 - Assistant Principal, Head of Secondary: Mr. Lukas Silver.
- 4.5. Students who are found, after investigation, to be initiating or partaking in bullying or harassing behaviour would receive sanctions that are in line with the Behaviour for Learning Policy.
- 4.6. The School would continue to monitor and support following the initial intervention.
- 4.7. Alphington Grammar makes every effort to ensure that all students feel comfortable to speak to one of the many staff who are available to provide support. However, if a student does not feel comfortable speaking to somebody that he or she knows, there are a number of agencies that he or she could contact, or websites that he or she could consult, such as:
 - Kids Helpline: 1800 55 1800



- Stomp Out Bullying: www.stompoutbullying.org
- Headspace: 1800 650 890 or visit www.headspace.org.au
- Reach Out: www.reachout.com