Unacceptable Behaviour Policy
(Anti-bullying, Harassment & Violence Policy)

Rationale
All members of the Hallam Senior College community have the right to work and learn together in an environment free from bullying, harassment, discrimination and threats or acts of violence. Bullying, cyber bullying, harassment, discrimination and threats or acts of violence are considered to be unacceptable behaviours in all Victorian government schools.

Discrimination is treating a person or group less fairly or well because of a particular characteristic such as: culture, ethnicity, gender, sexual orientation, ability or disability, religion, body size and physical appearance, age; or marital, parenting, or economic status. Discrimination commonly involves exclusion or rejection.

Discrimination may be direct, whereby a person is treated less favourably because of their race, ethnicity, culture or another characteristic. It can also be indirect when a person makes a decision or imposes a requirement, which appears neutral but is unreasonable and has the effect of disadvantaging a person because of their race, ethnicity, culture or another characteristic.

Harassment is behaviour intended to annoy, disturb, threaten or upset another person.

Sexual harassment is a specific of harassment which the law does not allow. Sexual harassment includes but is not limited to: pressure or demands for sexual favours, unnecessary familiarity such as brushing up against a person or constantly staring at a person, unwanted sexual contact such as touching or fondling, sexual jokes or innuendo, offensive phone calls, text messages, offensive sexual gestures, display or circulation of sexual material including magazines, posters, pictures and messages, and sexual assault.

Bullying is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. There are four types of bullying:

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property.

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Covert bullying is often harder to recognise and can be carried out behind the bullied person’s back. It is designed to harm someone’s social reputation and/or cause humiliation. Covert bullying includes: lying and spreading rumours, negative facial or physical gestures, menacing or contemptuous looks, playing nasty jokes to embarrass and humiliate, mimicking unkindly, encouraging others to socially exclude someone or damaging someone’s social reputation or social acceptance.

Cyberbullying is overt or covert bullying behaviours using digital technologies. Examples include harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. Cyberbullying can happen at any time. It can be in public or in private, and sometimes only known to the target and the person bullying.

Violence is the damaging and destructive use of force by a person or group towards another person, group or property. This force can be physical, verbal, sexual or another action or behaviour and can involve an ongoing relationship between the parties. Violence may involve provoked or unprovoked acts and can be a one off incident or can occur over time. Violence may be used by those targeted by bullying or other unacceptable behaviour to try to redress the imbalance of power. A threat of violence is words or gestures expressing intent to use an act of force against a person.

Aims
- To create and maintain a respectful, safe and caring school culture
- To prevent all forms of bullying, harassment, discrimination and violence from being experienced by members of the school community
- To promote cyber safety and prevent cyber bullying
- To minimise the harmful effects of bullying, harassment, discrimination and violence which may be experienced by members of the school community

Continued
Implementation

- The school’s Wellbeing & Engagement leaders will review and facilitate the implementation of the Unacceptable Behaviour Policy.
- Wellbeing and Engagement Leaders will review the Wellbeing and Engagement Policy and Electronic Communications Policy annually to ensure that the school implements processes to prevent unacceptable behaviour including bullying, cyber bullying and harassment.
- The school will establish a system for students and families to report negative behaviour. It will collect data about negative behaviour through student surveys, the Student Management Tool and other school sources.
- The school will implement a professional learning program that supports teachers to develop positive relationships with students and to respond to harmful student behaviours, including behaviour around ICT.
- The school will communicate regularly with parents about bullying, cyber bullying, harassment and the safe and responsible use of technology.
- The school will develop, document and communicate to the school community a staged response to managing unacceptable behaviour including cyber bullying.
- Each teacher will develop a classroom management plan that responds to unacceptable behaviour including unacceptable behaviour around ICT.
- The school will develop and implement curriculum materials that teach about bullying, cyber bullying, harassment and other negative behaviours across VELs, VCAL, VCE and VET.
- The school will include an anti-bullying, cyber bullying, harassment and anti-violence focus in the sub school assembly program.
- The school will develop a whole school program to communicate anti bullying messages including poster displays and guest speakers.
- The school will implement the ‘esmart’ initiative.

Evaluation

This policy will be reviewed in line with DEECD requirements.

Ratified at Council: November 2012
Review and Endorsement: October 2014
Next Review: October 2017
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