

**LEARNING****- Conditions For Effective Learning**

Last Reviewed:

January 2014

Sept. 2011

**BULLYING, HARASSMENT AND GRIEVANCE PROCEDURES**

Gladstone High School promotes a safe and caring environment.

Everyone has this right to feel comfortable at school and be able to get on with their work.

**Bullying** is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones.

**Harassment** is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age, ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Bullying and harassment occur when one person **believes** another's actions or words are offensive or threatening, unwelcome and persistent.

There are different types of bullying and harassment, these are:

**Verbal:** e.g. teasing, name-calling, threats.

**Physical:** e.g. fighting, pushing, kicking, pinching, shoving, gestures, invasion of personal space, damage to individual's property.

**Sexual:** e.g. physical, verbal or nonverbal sexual conduct; touching in a sexual manner, sexually oriented jokes, persistent invitations of a sexual nature, leering, literature or drawings, sexting.

**Visual/Written/Cyber-bullying:** e.g. graffiti, notes, text messages, sending filmed or photographed images, comments on social networking sites

**Psychological:** e.g. stand-over tactics, gestures, threats of getting another back

**Social Exclusion:** rumours, putdowns, excluding from activities/peers

**Racist:** e.g. offensive, demeaning, humiliating, intimidating physical or verbal behaviour based on a persons race and cultural heritage

Bullying and harassment may be done directly (e.g. face to face) or indirectly (e.g. behind the persons back or via the internet or mobile phones)

**RESPONSIBILITY**

It is the responsibility of the individual to take action when they feel they are being bullied or harassed.

This means that if a person is bullying or harassing you, it is your responsibility to act.

*Sometimes the perpetrator does not know the effect their behaviour is having on other people; behaviour affects different people differently.*

**What can students do?**

You can:

**Choose any (no particular order) of these grievance procedures to follow:**

- Do nothing, ignore the behaviour and hope it stops.
- Ask the perpetrator of the bullying or harassment to stop. You do not need to put up with behaviour from others that makes you feel uncomfortable. Simply tell them you do not like their behaviour and ask them to stop.
- Seek support from the student counsellor, or a person you can trust, eg parent, homegroup teacher, Year Level Coordinator, or another older student. If you have asked the perpetrator to stop and they continue, ask for another person to intervene and support you.
- If the bullying or harassment persists, report the perpetrator to a teacher. If you have done everything you can do, then do not put up with the behaviour any more, ask a teacher to help.

It is the responsibility of teachers to prevent bullying and harassment and to take action where bullying or harassment may occur. Sometimes, unless you tell them what is happening, they may not even know what is taking place.

**Bullying or Harassment** can occur by anyone to anyone; so it could be -

A student to a student      A teacher to a teacher.      A student to a teacher.      A teacher to a student.

For people who persistently bully or harass others at GHS, a range of consequences, within the guidelines of the School Discipline Policy, including: counselling, warnings, time out and detention may occur. Principals can suspend and/or exclude students from school, even if the behaviour occurred outside of school hours or off site, including cyber-bullying. Police may also need to be contacted if the behaviour is considered illegal (e.g. sexting, assault)

**Some contact people at GHS are:-**

Year Level Coordinators	<b>Year 8</b> Mr. Stephen Bosch	<b>Year 9</b> Ms Sonia Pringle
	<b>Year 10</b> Mr. Kim Bennett	<b>Stage 1 &amp; 2</b> Mr. Peter Hughes
Student Counsellor	Mrs. Kerrilyn Elmer	
Deputy Principal	Mr. Michael Gaunt	Principal Mr. Chris Heading