

Policy on Bullying Behaviour

SCOTCH
COLLEGE



A guide for students and parents



Policy Statement on Bullying Behaviour

Scotch College has amongst its aims the provision of a safe, secure and positive environment in which each student can develop the knowledge, skills, self-confidence and maturity to respect and care for himself and others.

To this end, we aim to establish a community in which everybody feels valued and safe and where individual differences are appreciated, understood and accepted. It is the responsibility of all students and staff to develop and maintain this environment.

This community does not tolerate bullying or harassment in any form. Respect for others is expected from all members of the Scotch community.

What is Bullying?

Bullying is any behaviour intended to hurt, injure, threaten or frighten another person. Bullying represents an imbalance of power or the attempt to gain control over another person. It is **persistent and repetitive**.

Examples of Bullying Behaviour

Physical

Persistent pushing, hitting, bumping, kicking, obstructing, confining, stealing, damaging or interfering with personal property.

Verbal

Persistent threats of violence, name-calling, teasing, picking on, mocking, taunting, making put-down comments, belittling, insulting, shouting at, swearing at.

Written

Episodes of writing abusive e-mails, SMS or notes.

Social/Psychological

Persistent episodes of excluding from activities, ignoring, threatening looks, "keeping-off", threatening and aggressive staring.

Racism and Sexual Harassment

Scotch College acknowledges that racism and sexual harassment are examples of bullying behaviour that warrant special mention. They may take the form of any of the types of bullying behaviour described above.

The School takes a particularly strong stance against any of this type of behaviour, and seeks to educate the School community to tolerate, accept, embrace and learn from people of different genders and different ethnic and cultural backgrounds.

At Scotch College Everyone has Rights and Responsibilities

Rights

To feel safe
To learn to grow
To be respected
To be valued

Responsibilities

To respect yourself
To respect others
To use commonsense
To support others

As a student at Scotch College, it is your right and your responsibility to report bullying to a senior boy or member of staff, whether it happens to you or to someone else. Your report will be taken seriously.

What Can You Do if You are a Witness to Bullying?

You should care enough to want to do something.

Take action when the bullying occurs by saying “leave him alone”.

Report the incident as soon as you can. It is okay to ask for privacy and confidentiality, or you can make an anonymous report that will alert staff to a trouble spot or a bullying incident.

Offer support to the student being bullied. Make suggestions about handling it. Encourage him to get help through an adult, a prefect, a senior student or his family.

What Can You Do if You Are Being Bullied?

*Recognise that you can take positive action.
Seek assistance and be assured that there are many people who will help.
A solution can take time but doing nothing may not solve the problem.*

There is a range of options:

- Be assertive, you have rights.
- Do not retaliate with physical or verbal aggression.
- Ignore it if possible – if you show that you are not upset, the harassment may stop.
- Laugh it off, use humour.
- Build your own protection by establishing friends.
- Talk to people with whom you feel comfortable. These may be friends, family, older students, staff, House Head, School Counsellors, the School Chaplain, the Deputy Headmaster or his assistant.
- Be smart about avoiding high-risk places and times.

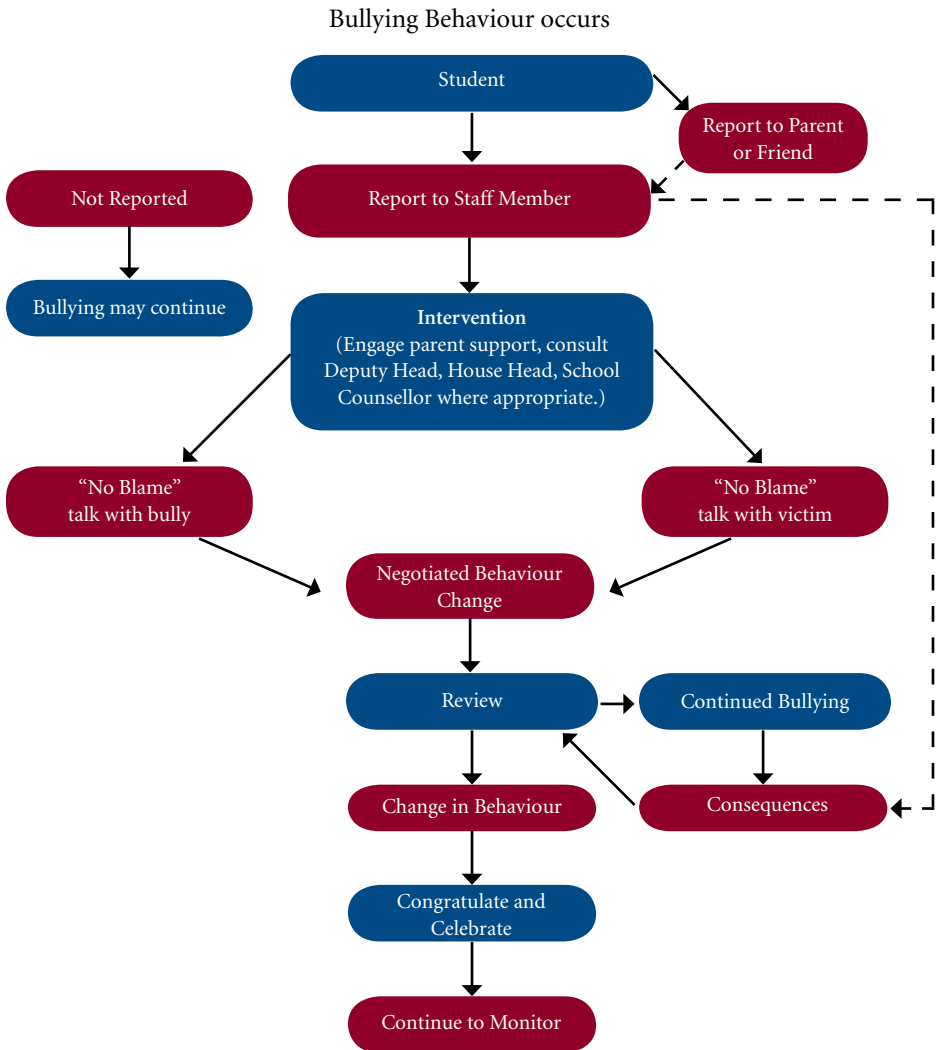
All bullying reports are taken seriously and the School will work with you to deal with the issues in an appropriate way.

Consequences

If a student has been found to be bullying and does not change his behaviour after the steps in this document have been followed, then the following consequences may be applied:

- Exclusion from class, sport, canteen, buses, yard or wherever the bullying has occurred.
- Consultation with parents.
- Warnings accompanied by a formal letter to the student and parents.
- Reparations for any damage to property.
- Supervised formal apology to the victim and parents.
- Detentions.
- Community service.
- Referral to the Deputy Head and/or the Headmaster.
- Suspension from school, resuming only with the clear undertaking by the student that he will demonstrate positive behaviour in place of the unacceptable bullying behaviour.
- Boys may be asked to leave the School.

Bullying Resolution Process



**SCOTCH
COLLEGE**



Scotch College
 76 Shenton Road, Swanbourne, 6010, WA
 Telephone: +61 8 9384 1466
 Facsimile: +61 8 9385 2286
 Email: mail@scotch.wa.edu.au
 Web: www.scotch.wa.edu.au
 CRICOS Provider Code: 00449M