



## Waikerie High School Safe School Policy

### Scope

This policy is inclusive of all students, staff, families, and community attending or connected to Waikerie High School.

***'All Australian schools are safe, supportive and respectful teaching and learning communities that promote student wellbeing'- National Safe Schools Framework***

### 1. Rationale

At Waikerie High School, everyone has the right to feel safe and valued. All members of the school community have a responsibility to ensure this happens. Waikerie High School is committed to providing an educational environment that promotes learning, free from all forms of bullying and harassment.

Any form of bullying and harassment is unacceptable and the school community is committed to addressing it. Each report will be taken seriously and thoroughly investigated in a supportive and confidential manner.

### 2. Definitions

#### 2.1. Cyber Bullying:

2.1.1. Cyber bullying uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies with the intention of harming another person.

2.1.2. Cyber bullying includes the inappropriate use of e-mail, voice and text messaging, social networking sites, photographic, and video images.

2.1.3. Cyber bullying can be reported by going to the following website [www.esafety.gov.au](http://www.esafety.gov.au)

#### 2.2. Sexual Harassment:

2.2.1. Sexual harassment is unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated. Sexual harassment can be direct or indirect and take various forms.

2.2.2. Sexual harassment includes unwanted touching, hugging, kissing, brushing up against a person, suggestive comments or jokes, requests for sex, posting filmed or photographed images or comments on social networking sites.

2.2.3. Sexual harassment is a legally recognised form of sex discrimination.

### 2.3. Discrimination:

2.3.1. Discrimination occurs when people are treated less favourably than others because of their race, sexual orientation, cultural or ethnic origin, religion, physical characteristics, gender, parenting or economic status, ability and/or disability.

2.3.2. Examples of discrimination include teasing, spreading gossip, labelling or stereotyping, starting rumours, offensive gestures.

### 2.4. Social Bullying:

2.4.1. Social bullying is behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Social bullying can be direct or indirect and take various forms.

2.4.2. Examples of social bullying include forming groups to leave out, ignore, and disrespect others; influencing, encouraging or organising someone else to be in any type of bullying or harassment.

### 2.5. Physical threat to Safety or Violence:

2.5.1. Physical threat to safety or violence is the intentional use of physical force or power, threatened or actual, against another person/s that results in psychological harm or physical injury.

2.5.2. Examples of a physical threat to safety or violence include hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property.

## 3. **Preventative Actions**

### 3.1. The Student and/or Bystander Role

If safe to do so, students are encouraged to use their skills in being independent, resilient, and proactive by taking the following actions:

3.1.1. Ignore and walk away – Instead of being reactive, try ignoring them. As a bystander, support the victim to walk away.

3.1.2. Be assertive, not aggressive – If the bullying and/or harassment continues, respectfully ask them to stop.

### 3.1.3. Report:

3.1.3.1. If the bullying and harassment continues, or you do not feel safe to be assertive, report the behaviour immediately to your class, home group, yard duty teacher, or a staff member.

3.1.3.2. A physical injury, or threat to you or another person's safety, needs to be reported immediately to a staff member.

**All reports can be made in person, or via a DayMap message that clearly outlines the incident.**

3.1.3.3. To access support from the Youth Worker, send a DayMap message to the Youth Worker requesting support, or see front office staff to arrange a meeting.

3.1.3.4. Students can access [www.esafety.gov.au](http://www.esafety.gov.au) for information and advice.

### 3.2. The Staff Role

When staff witness, or have bullying and/or harassment brought to their attention, they are to address it as soon as possible. With most incidents, information needs to be shared with other staff members to enable the best possible support and follow up. Staff are responsible for the following:

3.2.1. Model school values.

3.2.2. Support students to develop skills and strategies that prevent bullying and/or harassment.

3.2.3. Be supportive and respond to reports of bullying and harassment efficiently.

3.2.4. Follow Waikerie High School Behaviour Management Procedures, including DayMap documentation and parent/caregiver communication.

3.2.5. Where further Leadership support is required, notify the Wellbeing and Engagement Coordinator.

### 3.3. The Parent/Caregiver Role

3.3.1. Model school values.

3.3.2. Recognise signs of change and/or distress in your child.

3.3.3. Be supportive and discuss positive strategies to deal with bullying.

3.3.4. Inform the school of suspected bullying and/or harassment, or the police if there is a concern for safety.

3.3.5. Report any outside of school incidents to police or [www.esafety.gov.au/iParent](http://www.esafety.gov.au/iParent) if necessary.

#### **4. Confidentiality**

- 4.1. The details of reports of bullying and/or harassment will remain confidential unless specific permission from the complainant is granted, disclosure is required by law or where limited disclosure is required as part of the investigation process. All staff are required to follow the Information Sharing Guidelines.

#### **5. Resources**

[www.esafety.gov.au](http://www.esafety.gov.au)

#### **6. Version Control**

- 6.1. Version Number: 2024.1
- 6.2. Voted on and passed by:
  - 6.2.1. Staff
  - 6.2.2. SRC
  - 6.2.3. Governing Council