



# Western Region Bangla School (WRBS)

## Code of Conduct and Anti-Bullying and Anti-Harassment Policy

### 1. RATIONALE

Western Region Bengali School Inc. is committed to provide a safe and caring environment and culture which enables positive relationships to be formed amongst all students, parents, teachers and other community members and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear policy on bullying and harassment will inform the community that **bullying and harassment in any of its forms will not be tolerated.**

#### **This policy aims to:**

- 1.1 Reinforce within the school community that no form of bullying is acceptable.
- 1.2 Alert everyone within the community to signs and evidence of bullying and stress that everyone has a responsibility to report it to school teachers, school principal, curriculum coordinator and council members whether as observer or victim.
- 1.3 Ensure that all reported incidents of bullying are followed up by School principal and school council and that support is given to both victim and perpetrator.
- 1.4 Seek parental and community support and co-operation at all times.

## 2. BROAD GUIDELINES

- 2.1** This policy operates within normal legal parameters and as such if a law is broken it will be dealt with under the appropriate sanctions.
- 2.2** Where a law has been broken we are obliged to involve the **police**.
- 2.3** **Bullying** is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.
- 2.4** **Cyber-bullying** consists of covert, psychological bullying, conveyed through the electronic media such as cell-phones, web-logs and web-sites, on-line chat rooms, or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.
- 2.5** **Harassment** is any verbal, physical or sexual conduct (including gestures) which is Uninvited, unwelcome or offensive to a person.
- 2.6** WRBS will actively promote a positive and welcoming personal environment for all members of the School community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected and students and teachers, parents and community members will be enabled and supported in their pursuit of learning and teaching.
- 2.7** A School-wide approach will be taken to deal with bullying (including cyber bullying) and harassment in a consistent and systematic way.
- 2.8** All new students, parents and teachers will be informed of the anti-harassment policy and practices at the commencement of their time at the school.
- 2.9** All complaints of harassment will be heard in confidence and taken seriously.
- 2.10** There will be disciplinary consequences, covering a range of strategies, for those in Breach of the Anti-Bullying (including cyber bullying) and Anti- Harassment Policy, Guidelines and procedures.

## 3. IMPLEMENTATION

- 3.1** This school is a restorative practice school and is proactive in fostering positive relationships.
- 3.2** The Anti-Bullying and Anti-Harassment Policy of the school will be widely promoted to students, teachers, parents/carers and the local community.
- 3.3** A summary of the policy will be included in the school's website.
- 3.4** The School council and school principal, the teachers will work together to ensure the safety of all school members in situations of bullying (including cyber bullying) and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.
- If a teacher feels a student is at serious and imminent risk from bullying (including cyber bullying) and harassment then it is their professional duty to pass on the information to the School principal, curriculum coordinator, and school council in order to ensure appropriate support for the student. It is important that teachers fully document their interaction with the student and to verify the actions taken.
- 3.5** Student programs will be organised to raise student awareness about bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of attitudes. The curriculum will include anti-bullying messages and strategies in line with current DEECD materials e.g. 'The Friendly Schools' and 'No Blame Approach to Bullying' programs.

**3.6** Professional development will be provided for teachers relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.

**3.7** Disciplinary consequences for bullying (including cyber bullying) and harassment will comply with the school's Policy. The school council or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Early Childhood Development (DEECD) guidelines.

#### **4. EVALUATION**

This policy will be reviewed annually or more often if necessary due to changes in regulations or circumstances.

**Note:** The school may choose, if bullying or harassment persists or the initial incident is of such magnitude, that parents/carers will be contacted and consequences implemented consistent with the school's Student Code of Conduct. Furthermore, the school council may commence formal disciplinary action.

Ref: <https://www2.education.vic.gov.au/pal/bullying-prevention-response/policy>