WELFARE AND STUDENT WELLBEING

It is our commitment that Kinross Wolaroi School should be a place where each person in it can feel safe, secure and able to achieve their potential.

It is expected that all members of this school – staff, students and parents – will work together to ensure that bullying, whether verbal or physical, subtle or overt, is reported and dealt with.

We do not accept bullying in this school and will deal with all incidents that are reported.

Definition

Bullying is repeated intimidation, over time, of a physical, verbal or psychological nature of a less powerful person or persons by a more powerful person or group of persons. This includes harassment via electronic and social networking means.

Types of bullying

There are many types of bullying. These may include:

- Physical
- Damage to property
- Verbal
- Intimidation
- Isolation
- Note writing
- Extortion
- Cyber-bullying
- Gestures
- Sexual harassment

Types of Cyber-Bullying

Cyber-bullying can be done directly or indirectly. The latter is when the perpetrator incites a third party to harass the victim and this is known as bullying by proxy. Following is a list of cyber-bullying methods that includes direct and indirect bullying.

- Direct messaging: involves the sending of hurtful or threatening text (MSN, SMS or email).
- “Text Wars”: multiple perpetrators and numerous messages sent to one person - sometimes hundreds of messages.
- Direct forwarding: of threatening photos or videos.
- Stealing passwords: allows a perpetrator to impersonate the victim and communicate inappropriately with third parties. Sometimes the perpetrator alters the victims profile to include offensive features.
- Blogging: perpetrator publicly humiliates the victim.
- Websites: perpetrator creates a website to insult, humiliate or threaten victim.
- Images: perpetrator forwards degrading photographs to multiple addressees.
• Impersonation: perpetrator impersonates the victim and sends messages to a third party, thereby inviting retaliation.

• Facebook: perpetrator while impersonating victim sets up Facebook account and invites friends to join and make comment about the victim.

• Outing: a public display of information about the victim designed to embarrass and humiliate.

Welfare Principles

Kinross Wolaroi School aims to be a place in which every person in the school community – students, teachers, other workers and parents – feels safe, secure and free of bullying. We aim to ensure:

• Individual differences are valued and respected
• Every student is able to learn without distraction or hindrance
• Every teacher is able to teach without distraction or hindrance
• Every person can take pride in themselves and their work
• Every person is courteous to, and cooperative with, others
• Every person is treated fairly and respectfully
• A child is supported if they are harassed or bullied and report these incidents to staff
• Every person will feel safe to report incidents of bullying in the confidence that it will be followed up appropriately

Anti-Bullying

In the first instance, reports of bullying go to the Student Counsellor. After an initial consultation with the target, the perpetrators are then spoken to and in many cases parents are contacted. Mediation sessions follow and meetings are held with both the target and the perpetrator to support a change in the behaviour. If this has not occurred then sanctions are imposed.

Some steps to follow if you are being bullied:

• Remember that the bully relies on you being silent - so please report!
• Try not to react in a defensive way. Find a safe place with your friends and avoid high-risk areas.
• Ask a friend to support you, remain calm and make it clear, in as firm a way as possible, to the person who is harassing you that you want them to stop.
• Report the bullying to a teacher, your Tutor or Head Tutor, the Boarding House Staff, the Chaplain, the Student Counsellor or to a senior student. They will refer it to the appropriate person and action will be taken.
• Talk to your parents.
• If the bullying persists, you must make a further report.
• Your Head Tutor will continue to keep you informed of the action taken and will be there to support you.

**Consequences**

If a student is found to be bullying then he or she will expect some of the following responses or sanctions, depending on the severity of the incident:

• An interview with the Head Tutor, Student Counsellor or Head of the Senior School
• Records of the incident will be kept with the Counsellor or on the student’s file
• Warnings and/or formal letters written to the parents of the students involved
• Counselling and behaviour modification
• Mediation sessions
• Exclusion from privileges
• Suspension from school