



ANTI-CYBERBULLYING POLICY

2017

Definition:

A person is bullied when someone, or a group of people, deliberately upset or hurt another person, reputation or social acceptance on more than one occasion. Bullying in any form is unacceptable. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons. People who use the internet, email, intranets, phones, social networks or similar technologies, including photos and videos to bully others are cyber bullies.

Rationale:

- Bullying that is carried out through an internet service, such as email, chat room, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is cyber bullying. Cyber bullying can be very destructive and will not be tolerated at any level, and serious consequences exist for students who choose to bully others.

Aims:

- To reinforce within the college community what cyberbullying is, and the fact that it is unacceptable.
- To alert everyone within the college community of the signs and evidence of cyber bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of cyber bullying are investigated appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

- This policy is to be read in conjunction with the eSmart Policy.
- Parents, teachers, students and the community to be made aware of types of cyber bullying, and its legal and hurtful ramifications. Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The college will adopt a three-phase approach to cyberbullying; Primary Prevention, Intervention, and Post Violation.

A. Primary Prevention:

- Professional development for staff relating to all forms of bullying including cyber bullying, harassment and proven counter measures.

- Cybersafety awareness programs will be provided for parents. Cybersafety will form part of each child's overall curriculum, in line with the SWPBS matrix.
- Educate the college community about the seriousness of cyber bullying, its impact on those being bullied, how cyber-bullying occurs and consequences of cyber-bullying.
- The provision of programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving will form an integral part of our curriculum in line with Victorian Curriculum Standards.
- A student bullying survey will be administered at least once a year.
- Each Year Level teacher will clarify with students at the start of each year the college policy on bullying, including cyber-bullying.
- All students to be provided with individual and confidential computer and network passwords. Processes are in place to ensure tracking of student activity on the college's computer equipment and network. Firewalls are installed to eliminate outside traffic into the college's network and intranet.
- The use of mobile phones by students will be limited with consequences to be implemented for any students who use mobile phones inappropriately, see Mobile Phone Policy.
- Student Representative Council, peer support delegates, staff and students to promote the values of the college.
- Use of devices is limited at recess and lunch time to the completion of homework in the supervised library.

B. Intervention:

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented using the College Incident Reports.
- Incidences of cyberbullying must be reported to the police and DE&T as per the current policy guidelines.
- The college will reinforce with students the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others, and the imperative that staff respond appropriately and proportionally to each allegation consistent with the college's Student Code of Conduct and eSmart Policy, including reporting and recording of the incident.
- Students and staff identified by others as cyber bullies will be informed of the allegations.
- Parents are to be contacted if their child is alleged to have been bullied or experienced inappropriate behaviour, or if their child appears to have behaved inappropriately or bullied someone else.
- Appropriate and proportional consequences may include a verbal apology, writing a letter of regret, loss of privileges, detention at lunch time etc.
- Public recognition and reward for positive behaviour and resolution of problems in line with the SWPBS reward program.
- Both bullies and victims will be offered counselling and support.
- Removal of cyber-bullies from access to the college's network and computers for a period of time.
- If student bullying persists parents will be contacted and further consequences implemented consistent with the college's Student Code of Conduct.

- Consequences of repetitive or serious incidents may include criminal charges, suspension, expulsion, loss of privileges, counselling, conciliation or any other consequences consistent with the college's Student Code of Conduct.

C. Post Violation:

It is important that appropriate strategies are put in place after the incident has been resolved for all students involved. Appropriate strategies may include:-

- Ongoing monitoring of students involved including network traffic.
- Identification of an agreed key contact staff member for each student involved.
- Follow-up meetings regarding each student's management strategy.
- Ongoing communication with parents.
- Counselling from appropriate agencies of support officers etc for both parties.
reinforcement of positive behaviours and appropriate behaviour strategies

Evaluation:

This policy will be reviewed as part of the college's three-year review cycle or earlier as required.

This policy was last ratified by College Council on: 8/11/2017