

AURORA SOUTHERN HIGHLANDS STEINER SCHOOL
ANTI-BULLYING POLICY

1. PURPOSE

Aurora Southern Highlands Steiner School (ASHSS) is committed to providing a safe, secure, caring and supportive environment and to promote personal growth and self-confidence for students, staff and visitors to the School. Consequently, the ASHSS does not condone any behaviour which could be considered to be of a bullying, harassing, or violent nature.

ASHSS will seek appropriate interventions in such identified situations

2. SCOPE

This policy applies to employees, students, parents, caregivers and volunteers on the ASHSS site or the same when attending ASHSS related events off-site such as camps and excursions.

3. DEFINITIONS

3.1 Bullying

A product of social dynamics which can be defined as the repeated negative actions by individuals or groups against a target individual or group, which involves an imbalance of power. Bullying can take different forms - verbal, physical, social, cyber or psychological. Actions can be observable or hidden.

Bullying includes the use of electronic technology in any form, such as misuse of mobile phone messaging or camera facility, or misuse of communication systems such as Facebook, Twitter, or inappropriate emails to bully another person, also referred to as cyber bullying. This is not a comprehensive list of examples.

Any behaviour perceived by any student to be threatening, worrying, of concern or unpleasant may be classed as bullying and needs to be addressed.

3.2 Harassment

Negative behaviour intended to annoy or trouble another individual, which may be based on obvious differences such as gender, race, religious or cultural beliefs, physical difference, sexual orientation, ability or disability and socio-economic status. It may be a one-off incident between individuals or groups or may continue over time.

3.3 Violence

Incidents where a person is intimidated, abused, threatened, physically assaulted or where property is deliberately damaged by another person. It is an extreme use of force often resulting in injury or destruction. Violence does not necessarily involve an imbalance of power.

3.4 Conflict

A disagreement where the needs of one or both parties are not being met. It does not necessarily involve an abuse of power, even if parties do not have perceived equal power.

If handled well, conflict is seen as an opportunity for personal growth. Conflict is actual or perceived opposition of needs, values and interests. Conflict is a disagreement through which the parties

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involved perceive a threat to their needs, interests or concerns.

Although conflict is a normal part of organisational life, providing numerous opportunities for growth through improved understanding and insight, there is a tendency to view conflict as a negative experience caused by abnormally difficult circumstances. Disputants tend to perceive limited options and finite resources available in seeking solutions, rather than multiple possibilities that may exist 'outside the box' in which we are problem-solving.

3.5 Restorative

Situations of violence in different forms require that the parties involved seek resolution to restore a healthy communication process.

ASHSS will seek to restore a situation with fairness, by seeking to understand the roles and triggers of each party involved.

3.6 Aggressive: meaning one of the above (3.1 - 3.3)

4. POLICY DETAILS

ASHSS will have in place procedures to apply in response to aggressive situations in a timely manner, ensuring procedural fairness for all parties involved.

ASHSS staff will seek to identify bullying, violent or harassing behaviours and will work with students, staff, parents or other individuals involved to offer the parties involved a safe and restorative response.

ASHSS has a Behaviour Management and Discipline Policy giving appropriate levels of response to behaviours including suspension and expulsion, and methods to record/identify repeated behaviours. Students and their parents and caregivers are to be encouraged to report bullying, harassment and violence, so that appropriate support can be provided.

Parents and caregivers will be informed via the ASHSS website, Parent Handbook or Newsletter about existing procedures and complaint and support processes in ASHSS in relation to bullying.

ASHSS will seek to inform the ASHSS community on methods of resilience, positivity and conflict management, whether within the ASHSS curriculum, school Newsletter, class emails or within general information sessions given to students/staff/parents.

RELATED DOCUMENTS

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- ASHSS Behaviour Management and Discipline Policy
- ASHSS Use of Email, Technology and Social Media Policy
- ASHSS Discrimination, Harassment and Bullying Statement
- ASHSS A Safe and Supportive Environment Policy
- ASHSS Student Wellbeing, Pastoral Care and Leadership Policy
- ASHSS Complaints and Grievance Resolution Policy
- ASHSS Communications Policy and Procedure

Legislation

- Human Rights Act 2004
- Discrimination Act 1991

Evaluation and Review

This policy will be reviewed annually.

Ratification

This policy was ratified by the SHASE Board on _____.

Signed: _____

Date: ___/___/___

Chairperson

APPROVED BY

School Board

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