

BULLYING POLICY

1. Rationale

Kinross College has a responsibility to provide an educational environment that promotes the safety, dignity and respect of its students. Kinross College does not tolerate bullying. A whole college approach is necessary to reduce bullying. All staff are firmly committed to this policy and will endeavour to:

- Engage in open and honest communication in dealing with bullying
- Support victims of bullying
- Promote the ideal that, throughout Kinross College, no one is expected to endure being bullied

This policy document aims to identify and address issues regarding both 'traditional' bullying and 'cyber' bullying.

2. Definition

Bullying is a repetitive pattern of behaviour by one or more persons towards another which is designed to hurt, injure, embarrass, upset or discomfort that person.

It includes:

- Physical aggression
- The use of verbal or written put-down comments or insults
- Name calling
- Damage to the person's property
- Deliberate exclusion from activities
- The setting-up of humiliating experiences
- The threat of future attacks
- Extortion (The demanding of money, food, favours etc.)
- Gender discrimination
- Sexual harassment
- Racism

'Cyber Bullying' refers to bullying carried out with the aid of technologies such as the internet (social networking websites including, but not limited to, Facebook and MySpace, e-Mail, chat rooms, discussion groups and instant messaging) and mobile phones (verbal harassment or SMS).

3. Principles

- Kinross College owes a duty of care to their students.
- Kinross College provides supportive environments, which promote respect for self and others, physical/emotional wellbeing and positive mental health.
- Dealing with bullying and harassment requires a whole school approach within the school's Pastoral Care Framework.
- When bullying and harassment are ignored or overlooked, it serves to condone and reinforce the behaviour.

4. Responsibilities

The responsibilities of major parties are detailed below.

Principal

- Provide access to Professional Learning for all staff members with regards to both bullying and cyber bullying explicitly
- Allow for the development and implementation of appropriate management procedures, practices, electronic systems, and educational programmes required to enact the details of this policy document.

Staff Members

- Follow 'Bullying Policy' procedures
- Provide Pastoral Care
- Respond to bullying claims
- Provide ongoing monitoring of and support for victims of bullying

Students

- Report all incidents of bullying. This may include:
 - Bullying that they themselves have experienced
 - Bullying of peers that they have witnessed/are aware of
- Follow the 'Kinross College: ICT Acceptable Use' Policy/Agreement
- Engage in processes put in place to reduce the number and severity of bullying incidents

Parents/Guardians

- To report all incidents of bullying. This may include
 - Bullying that their child has experienced
 - Bullying of peers that their child has made them aware of
- To support school based decisions where the best interest of all parties has been considered
- To put processes in place designed to protect their child from being cyber bullied.
 - A guideline that explicitly addresses this issue is available upon request from the school.

5. Procedures

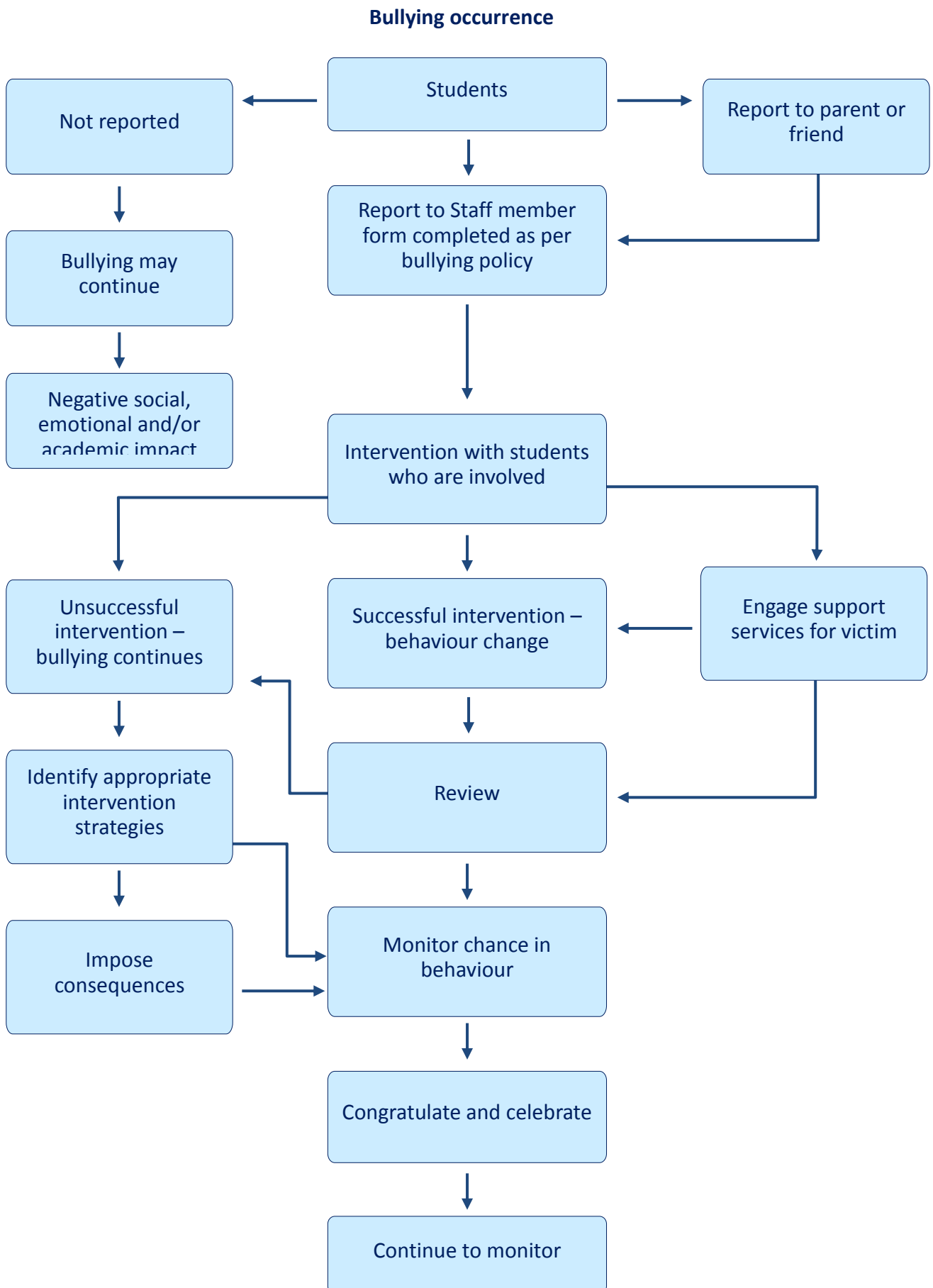
Kinross College applies a range of strategies to guide the investigation of, and response to, incidents of bullying. These include, but are not limited to:

- Restorative Justice
- Circle Speak
- Group Problem Solving
- Mediation
- Mentoring
- Counseling
- Interviews
- Punitive Action

A range of consequences may be used for those who bully and harass others, for example, restricted access to Information and Communication Technology (*ICT*), withdrawal from classroom activities, loss of 'Good Standing' and suspension.

Kinross College will also offer ongoing support for any party involved in bullying. This may take place in the form of peer mediation, explicit teaching of social skills and/or the implementation of an Individual Behaviour Plan.

Bullying resolution process



ICT ACCEPTABLE USE AGREEMENT

As a student at Kinross College I recognise that the school's ICT resources exist to provide access to curriculum related information. I agree to use resources such as computers, networks, the Internet and peripherals in a responsible and appropriate manner for a school.

By using online services provided by the Department of Education and Training I agree to the following rules:

- I will gain the permission of a staff member to access ICT resources.
- I will follow the instructions of teachers and only use online services for purposes which support my learning and educational research.
- I will not reveal personal information, including names, addresses, photographs, credit card details and telephone numbers of myself or others to any individual.
- I will use online facilities (including emails) in an appropriate manner and not to access, send or redistribute inappropriate materials.

Examples of inappropriate content include

- Violent, racist, sexist, or pornographic materials
- Content that is offensive, disturbing or intimidating
- Content that encourages dangerous or illegal activity
- Downloading files (games, music, programs etc)
- Chatting with friends (backwards and forwards)
- Sending inappropriate links

- I will not attempt to access inappropriate material online or try to access Internet sites that have been blocked by the school or the Department of Education and Training. If I find any information that is inappropriate or makes me feel uncomfortable I will tell a teacher about it.
- I will not use the Department's online services:
 - For personal gain or illegal activity
 - To bully, offend or intimidate others
 - To send inappropriate materials including software that may damage computers, data or networks.

- I will make sure that any email that I send or any work that I wish to have published is polite, carefully written and well presented. I will be courteous and use appropriate language in all Internet communications.

I understand and am aware that in the event of breaking these rules, my access to such services and resources will be limited, and possibly terminated. I am also aware that additional disciplinary action may be taken.

STUDENT NAME: _____

STUDENT SIGNATURE: _____

DATE: _____