

POSITIVE RELATIONSHIPS POLICY



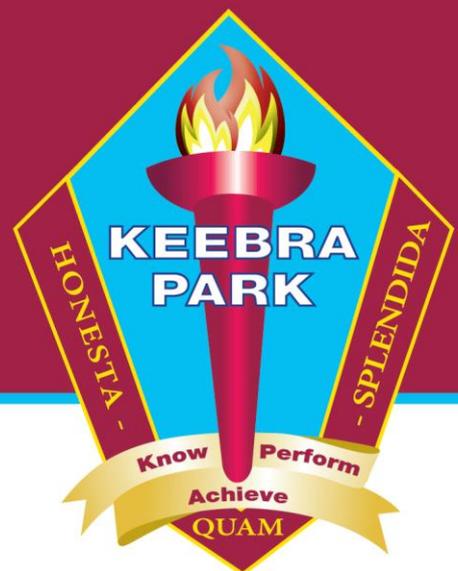
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The National Safe Schools vision is that *All Australian schools are safe, supportive and respectful teaching and learning communities that promote student wellbeing*. Keebra Park SHS recognises that a safe school environment requires active, consistent efforts by all members of the wider community so consequently we focus on teaching students to build and maintain positive relationships.

This policy outlines what positive relationships are and how we aim to promote them. At Keebra Park SHS we expect that all our students are committed to respecting the rights and feelings of others. Sometimes however, relationships break down leading to anti-social behaviours such as bullying and harassment. This policy highlights how Keebra Park SHS will work collaboratively in such situations to ensure the wellbeing and education of all. We communicate to all our students that negative, anti-social behaviours contravene our student expectations and may interfere with an individual's right to thrive and succeed.

| Positive Relationships DO NOT involve: | Positive Relationships DO involve: |
|--|--|
| Saying hurtful things | Speaking respectfully to all members of school community |
| Excluding others | Inclusivity |
| Offensive, mean behaviour | Thoughtful, kind behaviour |
| Ignoring others in need of help | Offering help to those in need |

To promote positive relationships at Keebra Park SHS we aim to:

- Use Positive Education strategies to build character and resilience in our students.
- Respond appropriately to reports of anti-social behaviour using the Positive Relationships Policy.
- Teach ways of building positive relationships through explicit teaching.
- Ensure all staff, students and parents are aware of the school's Positive Relationships Policy.
- Collect data to inform policy decisions,

Steps for students who struggle to engage in positive relationships:

- Students are spoken to /mentored by appropriate staff.
- Parents/carers may be notified.
- Students may be required to follow a plan/ join a program to address their behaviour.
- Students may be issued a consequence if in breach of our School's Responsible Behaviour Plan.
- Students may be suspended to be given time to reflect on how they can become more positive members of our school community.

FOR PARENTS AND CARERS

What is Bullying and Harassment?

The definitions of bullying and harassment in this policy have been taken directly from the *National Safe Schools Framework* and were developed by the *Safe and Supportive School Communities Working Group*.



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According to the framework:

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Bullying can take on many forms. *The National Centre Against Bullying* identifies four types of bullying:

1. **Physical:** hitting, poking, tripping, kicking, and repeatedly damaging a person's belongings.
2. **Verbal:** name-calling, insulting remarks, threats or threatening language, spreading untruths.
3. **Social :** rejection and exclusion from group, public humiliation.
4. **Cyber interactions:** social media, text messaging, email, websites and other online platforms.

NOTE: At times school students involve themselves in conflict and fights. They may be hurting each other on purpose and repeatedly, but all students are equally responsible for the hurt going back and forth. In this case, we aim to support our students by offering mediation or strategies to resolve the conflict. Any verbal or physical misconduct will be actioned as outlined in our Responsible Behaviour Plan for Students.

It is important to note that such single incidents or conflicts between equals, whether in person or online, are NOT defined as bullying.

What to do if you suspect bullying?

- Talk to your child and offer your support. Thank them for opening up to you.
- Stay calm. Your child will look to you as a guide of how to react.
- Understand your child may not want you to contact the school for fear of the bullying becoming worse. Let them know that if you do nothing, nothing will change.
- Reassure them you will talk to the school together.
- Contact your child's year level Dean and arrange a meeting.
- Alternatively, ask your child to report the bullying via *Stymie*.
- If outside school hours and your child is in extreme danger, we recommend you contact the police.

To work collaboratively we encourage parents and carers to:

- Inform the school as soon as you are concerned that bullying is taking place.
- Understand that the school will need time to investigate the bullying before making a decision on a course of action.
- Appreciate that as our policy is about upskilling all people involved; the school cannot discuss all details relating to a situation. There may be privacy issues.



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- Be aware that when bullying happens outside of school hours we will need to work collaboratively to ensure that students feel comfortable and safe coming to school.

FOR STUDENTS:

If you believe bullying is happening to you:

- Talk to a teacher or your parent/carer until things start to change for the better.
- Do not retaliate or respond. This might make the situation worse or get you in trouble too.
- Where possible, avoid the bully—block them on social media and change your privacy settings.
- Report the ongoing bullying. Take screenshots of online bullying; ask anyone who has witnessed the bullying to also report it via *Stymie*.
- If others keep trying to talk to you about the bullying, ask them to report it instead.

What should you do if you see bullying?

- Tell an adult at home or at school.
- Report the bullying via *Stymie* or in person.
- Say something supportive to the person being hurt. Let them know you have seen it and you care about them.
- Do not resend or respond to offensive messages.

Reporting a Bullying Incident via *Stymie*

Students can anonymously report bullying incidents or incidents of concern about themselves, someone they think that needs support, or something they have witnessed, using the online reporting platform *Stymie*. An email notification will then be sent to our school's Wellbeing Team for follow up and the incident will be actioned by a staff member.

Please note that if an incident has occurred outside regular school hours the school may not action the incident. If you feel your child is at extreme risk or in immediate danger, we recommend that you call the police.

Resources:

1. Bullying. No Way!
<https://bullyingnoway.gov.au/>
2. National Safe Schools Framework
<https://www.education.gov.au/national-safe-schools-framework>
3. The National Centre Against Bullying
<https://www.ncab.org.au/>
4. The Yes Project
<https://www.esafety.gov.au/>
5. Beyond Blue
www.beyondblue.org.au
6. Kids Helpline:
www.kidshelpline.com.au



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