



# POONINDIE PRIMARY SCHOOL ANTI-BULLYING AND HARASSMENT POLICY

Our school is a safe, inclusive, supportive and ordered learning community that promotes wellbeing for everyone, free from bullying, harassment and violence.

Bullying, including cyber bullying, harassment and violence is not acceptable in our school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

Interactions at the Poonindie Community Learning Centre are based on our school values of **responsibility, relationships and respect**:

- Respect for self and others
- Respect for property and our environment
- Being responsible for our own behaviour
- Encouraged to develop positive relationships

The following definitions are consistent with the **National Safe Schools Framework, 2011**.

**Bullying** is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying is when someone keeps picking on another child again and again and tries to make them feel bad. They say or do many mean and hurtful things, make fun of them a lot, try to stop them from joining in or make others not like them. Although it isn't nice if someone says or does something mean to someone else, we don't necessarily call that bullying.

**Cyberbullying** refers to bullying that is carried out through internet or mobile phone technologies. It is often combined with off-line bullying. It may include a combination of behaviours such as pranking (i.e. hang-up calls), sending insulting text messages, publishing someone's private information, creating hate sites or implementing social exclusion campaigns in social networking sites.

**A bystander** is someone who sees or knows about child maltreatment, harassment, aggression, violence or bullying that is happening to someone else. Supportive bystander behaviours are actions and/or words that are intended to support someone who is being attacked, abused or bullied. The actions of a supportive bystander can stop or diminish a specific bullying incident or help another student to recover from it.

**Covert bullying** is a subtle type of non-physical bullying which usually isn't easily seen by others and is conducted out of sight of, and often unacknowledged by adults. Covert bullying behaviours mostly inflict harm by damaging another's social reputation, peer relationships and self-esteem. Covert bullying can be carried out in a range of ways (e.g. spreading rumours, conducting a malicious social exclusion campaign and/or through the use of internet or mobile phone technologies).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

**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.

Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person(s). It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

Harassment is unacceptable and needs to be addressed as part of creating a safe school but it would not be considered bullying if any one or more of the following three features were present:

- it occurred only once and was not part of a repeated pattern
- it (genuinely) was not intended to offend, demean, annoy, alarm or abuse
- it was not directed towards the same person(s) each time.

**Sexual harassment** is any unwanted, unwelcome or uninvited behaviour of a sexual nature that makes a person feel humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour that creates a hostile environment.

***Conflict or fights between equals and single incidents are not defined as bullying. It isn't bullying if children have a one-off argument.***

**Violence** is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

## **REPORTING AND RESPONSIBILITIES**

### **Student Responsibilities**

- Tell SOMEONE at the school if you are being bullied. [Friend, Teacher, Principal, SSO, CPSW].
- Tell an adult at the school if you see bullying happening.
- Tell your parents what is happening.
- Communicate respectfully towards other students, staff and members of the school community
- Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence.

### **Staff Responsibilities:**

- Establish, maintain, make explicit and model the school's expectations relating to bullying with students
- Participate in training and development related to decreasing bullying in schools and critically reflect on their practices and develop their own knowledge and skills needed to manage incidents of bullying successfully
- Participate annually in implementing and reviewing the school's anti-bullying policy
- Support students to be effective bystanders
- Deliver the Keeping Safe Child Protection curriculum to their class annually

### **Parent Responsibilities:**

- Annually acknowledge the school's Student Code of conduct in the General consent form with a signature early in term 1.

- Listen carefully to your child's concerns and gather as much information as possible. ie What? Who? When? How often?
- You might find it helpful to write down the details of the incidents as a first step.
- In the first instance make contact with your child's classroom teacher if you suspect or know about any type of bullying that is occurring at the school and provide as much information as possible.
- Keep the school informed of concerns about behaviour. This gives the school the best opportunity to follow up the incident and intervene.
- Communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise.
- If you feel the class teacher has not helped resolve the issue, make an appointment with the Principal.
- If seriously concerned about the manner in which the school is dealing with an incident, a parent can contact his/her local Regional Office for support.
- Maintain confidentiality

### **School Responsibilities**

- The school will manage the incidents of bullying in a way that is consistent with the DECD School Discipline Policy including entering incidents into a student school record through the EDSAS management system
- Present Data about Bullying to Governing Council twice per year (with discretion to protect individual identities).
- Make our anti-bullying policy available on the school website
- Ensure that new staff, new students and their families are aware of the school community's negotiated anti-bullying policy and the decision-making procedures open to them if they wish to influence school practice
- Ensure the inclusion, as part of the school's enrolment process and annual consent form, a requirement for parents and/or students to annually acknowledge/agree to the school's Student code of conduct
- Ensure that all parents are aware of their rights to advocacy and of avenues open to them should they have grievances relating the school's management of an incident of bullying.
- Ensure that the "Keeping Safe Child Protection Curriculum" is implemented in all year levels across the school and parents are aware of this program and have access to it.
- Maintain confidentiality in every situation presented.

**Useful websites** for more information on bullying:

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.schools.sa.gov.au/speced2/pages/cybersafety](http://www.schools.sa.gov.au/speced2/pages/cybersafety)

[www.kidshelp.com.au](http://www.kidshelp.com.au)

[www.cybersmart.gov.au](http://www.cybersmart.gov.au)

**Pamphlets available in front office:-**

Bullying and Harassment at school

Cyber bullying, e-crime and the protection of children

Parents and caregivers at preschools and school

**Suspension & Exclusion: Information for parents and caregivers**

**Phone Numbers**

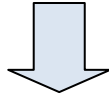
**DECD Parent Helpline: 1800 222 696**

**Kids Helpline: 1800 551 800**

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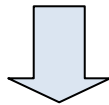
## *What can a student do about Bullying and Harassment?*

If you are being teased, harassed or bullied, follow these steps...



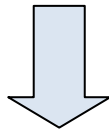
### **SHOW INDEPENDENCE**

Tell the person who is bullying to stop. Tell them that you don't like what they are doing and you want them to stop. Tell the person that they are breaking the school rules. Give them a chance to stop the behaviour.



### **BE CONFIDENT**

If the harassment or bullying doesn't stop, seek help. Talk about it with someone you trust. This may include a friend or a student school leader, the yard duty teacher or your classroom teacher or CPSW. If the behaviour occurs on the bus you can report it to the bus driver, your parent/caregiver, yard duty teacher or class teacher.



### **BE PERSISTENT**

If the situation is not being resolved and the bullying continues, talk it through with your parents and/or report it to the Principal.

# ***DON'T GIVE UP!!***

**YOU HAVE THE RIGHT TO BE SAFE!**

Be **CONFIDENT** and **PERSIST** in telling people until someone listens to you and the harassment stops.

This policy was ratified by Governing Council.....30/03/2017.  
Due to be reviewed annually in 2018.