Anti-Bullying & Anti-Harassment Policy

Definition of Bullying
Bullying is a deliberate desire or action which is intended to threaten, hurt or embarrass someone. Bullying may be physical verbal or indirect/relational and conducted by a more powerful individual or group.

Definition of Harassment
Harassment is any behaviour that is uninvited, unwelcome and unwanted that can cause another person to feel hurt or uncomfortable.

Definition of a bystander
A bystander is someone who sees the bullying or knows that it is happening to someone else. Bystanders can be identified in the following categories:
- **Supporters**—Support the person bullying, either by helping the child to bully the other person or by encouraging the person bullying
- **Spectators**—Gather or deliberately stay to watch the incident (sometimes from concern and sometimes for enjoyment)
- **Witnesses**—Are aware that the incident is occurring (know about the bullying or see it from a distance)

Adult Bullying
Tailem Bend Primary School does not tolerate abuse/bullying/harassment of:
- Parents and parents
- Parents and teachers
- Staff and parents
- Staff and Staff
- Parents and students
- Students and parents
- Staff and students
- Students and Staff

Examples of Bullying

<table>
<thead>
<tr>
<th>Physical</th>
<th>Non-Physical</th>
<th>Non-Verbal</th>
<th>Cyber</th>
<th>Racial/Religious/ Sexual/Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Hitting, slapping, punching</td>
<td>• Mean or hurtful name calling</td>
<td>• Threatening or obscene gestures</td>
<td>• Mean or hurtful emails, text messages, multi-media messages, chatroom conversations</td>
<td>• Inappropriate touching and/or actions</td>
</tr>
<tr>
<td>• Kicking</td>
<td>• Hurtful teasing</td>
<td>• Deliberate exclusion from a group or activity</td>
<td></td>
<td>• Inappropriate suggestions, conversations and/or comments.</td>
</tr>
<tr>
<td>• Pushing, strangling</td>
<td>• Demanding money or possessions</td>
<td>• Removing and hiding and/or damaging others’ belongings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Spitting, biting</td>
<td>• Forcing others to commit offences such as stealing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Pinching, scratching</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Throwing objects</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Getting another person to harm someone</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

January 2015
What can you do?

*(If you are being bullied or you see someone being bullied)*

- Tell the student who is bullying to stop. State quite clearly that the behaviour is unwanted.
- Ignore them and walk away.
- Be a friend to the person being bullied.
- Encourage the person being bullied to tell someone.
- Seek help. Talk about it to someone you trust.
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that it can be solved.
- Talk it over openly with your parents—they can help you make a decision.
- DO NOT retaliate with physical or verbal abuse.
- If you are experiencing bullying on the way to or from school, tell your teacher and your parents.
- Write it down and put it in the “Counsellor’s Box” in the front office.

If you are bullying:

**Step 1** - You will be spoken to by your classroom yard duty teacher. You will be given the opportunity to resolve the situation and discuss the issue with the person you bullied. The name of the bully and victim will be recorded. Parents of both the bully and victim will be contacted. A formal warning will be recorded.

**Step 2** - If you are found to be bullying again, the following may occur:
- in school isolation (recess and lunch)
- letter home to parents and a parent interview
- counselling program
- loss of privileges

**Step 3** - If bullying continues your parents will be required to come into the school and suspension will follow. *Severe cases involving bullying will be accelerated through these stages.*

How can you help?

**As Parents You Can:**

- Be aware of signs of distress in your child.
- Assist your child to discuss the problem with a teacher.
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies they can use.
- Be positive about your child’s qualities and encourage your child to be tolerant and caring.

**As Staff We Will:**

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum.
- Provide positive role models for students.
- Actively counteract bullying behaviour.
- Respond appropriately to any reported incident of bullying.
- Be obviously present during recess and lunchtimes when we are on duty, as a deterrent to possible incidents of bullying.

What are the signs of Bullying?

- Not wanting to come to school
- Anxious, fearful, or over-reactive
- Low Self-esteem and makes negative comments about him/herself
- Lower interest and performance in school
- Injuries, bruising, broken things
- Unhappy, irritable, or little interest
- Trouble sleeping, nightmares, bedwetting
- Expresses threats to hurt self or others.
- Headaches and stomach ache

Grievance Procedure

If you are unhappy with the outcome of an incident, please refer to and work through the Tailem Bend Primary School Grievance Procedure. Copies are available from the front office.

January 2015