



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

Physical	<ul style="list-style-type: none"> • Hitting, slapping, punching • Kicking • Pushing, strangling • Spitting, biting • Pinching, scratching • Throwing objects • Getting another person to harm someone
Non-Physical	<ul style="list-style-type: none"> • Mean or hurtful name calling • Hurtful teasing • Demanding money or possessions • Forcing others to commit offences such as stealing
Non-Verbal	<ul style="list-style-type: none"> • Threatening or obscene gestures • Deliberate exclusion from a group or activity • Removing and hiding and/or damaging others' belongings
Cyber	<ul style="list-style-type: none"> • Mean or hurtful emails, text messages, multi-media messages, chatroom conversations
Racial/Religious/ Sexual/Disability	<ul style="list-style-type: none"> • Inappropriate touching and/or actions • Inappropriate suggestions, conversations and/or comments.

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 you 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 Tailm Bend Primary School Grievance Procedure. Copies are available from the front office.