

# Anti-Bullying and Harassment Policy

At Playford Primary every person has the right to feel safe. We will not tolerate any actions which undermine this right. This policy explains what bullying and harassment is, and how we will all work to stop it happening.

## What is bullying?

Bullying is deliberate or thoughtless behaviour that results in fear, hurt and stress. It is a repeated abuse of power that is unjust.

### Examples of bullying:

#### Physical:

- Dominating others physically due to proximity, size, strength etc.
- Any form of violence – hitting, pushing, tripping, etc.

#### Verbal:

- Sarcasm, name calling, on going teasing, spreading rumours, threats and intimidation.

#### Ethnicity:

- When race or culture is used as a weapon to hurt.

#### Sexual:

- Unwanted sexually or gender related comments, gestures touching, etc.

#### Emotional:

- Using status in a group.
- Excluding, tormenting, mimicking, ridiculing, humiliating - even when low level, if it is on going.
- Using popularity to manipulate or control others.

#### Electronic:

- Unwanted on going contact using email, texting, or phone calls, which may or may not be obscene or threatening.

**If we work together we can stamp out bullying.**

## At Playford Primary School there are No Innocent Bystanders.

Bystanders give their support for the bully – whether they mean to or not. If nobody objects, then approval is implied. We encourage students to be witnesses rather than bystanders. This means they are doing something positive.

### Witnesses need to..

- Report what's happening to the teacher on duty or class teacher **immediately.**
- Be assertive— Tell the offender to **stop.**
- Remind them of the consequences.
- Leave and tell any other bystanders to leave - but you must still report what you saw.

## Reporting Bullying

### Who to report to...

- The duty teacher or any teacher you can find.
- Your class teacher.
- Go to the office.
- Tell your parents what's happening.
- Tell your friends - they will support you.
- Complete a harassment form.

### How to report...

- Tell where it's happening.
- Who is involved.
- If it has happened before.
- What have you done to try and prevent it.

### When to report...

- As soon as you can once it has happened.
- **Do not ignore it** – bullying tends to continue and escalate.

## Anti-Bullying and Harassment Policy (continued)

### Teachers will...

- Act as role models of caring and supportive behaviour.
- Listen and act upon reports of bullying.
- Protect the victim from further harm.
- Record incidents of bullying and harassment.

### The student who is bullied will...

- Speak to someone about it and give them the details of the event.
- Persist until something positive happens.

### Students who witness will...

- Intervene in a safe way.
- Report any bullying they witness.

### Parents will...

- Listen and report accounts of bullying to the school.
- Work with the school to seek permanent change.

### What we do at Playford Primary School to reduce and prevent bullying...

#### Each case will be treated individually and confidentially:

- Consequences will be negotiated and we strive to be consistent and fair.
- Consequences may include time out, restricted play, take homes or suspension.
- Parents may be contacted, particularly in repeat offences.
- Victims will be counselled and encouraged to be resilient.

#### Prevention strategies include:

- Programs such as Play is the Way, all students are taught strategies to manage their feelings and use positive conflict resolution. There is a particular focus on resilience and relationship building.
- Providing professional development for staff.
- Encouraging positive interactions between year levels and cross Campus.
- Targeting particular students and supporting them with anger management, problem solving etc.
- Integrating the concepts of civics and citizenship, respect and honesty across curriculum areas.

### Intervention strategies:

- Counselling students.
- Talking with parents.
- Clear, appropriate and fair consequences.
- Teaching about bystanders.
- Ensuring all staff know and follow the school expectations and guidelines in relation to bullying.

### Post Intervention Strategies:

- Monitoring the situation and maintaining safety for all.
- Continued review of behaviour management procedures both in the class and the yard.
- Maintaining records and conducting bullying audits.
- Continued training and updating skills and resources.

### Need more information?

- Department for Education Parent Helpline: 1800 222 696
- Kids Helpline: 1800 551 800
- Child and Youth Health Parent Helpline: 1300 364 100

### Bullying No Way!

