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# Bullying and Harassment Policy

## AIM:

We aim to establish a community in which **everybody** feels valued, respected and safe, and where individual differences are appreciated, understood and accepted.

## PREAMBLE:

Settlers Farm Campus is committed to providing a caring, safe and friendly environment for all of our students, so they can learn in a safe and supportive atmosphere. We believe that when students feel safe and supported within their environment optimal learning outcomes can be achieved and students thrive into confident community members. Bullying or harassment of any kind is unacceptable. If bullying and harassment occurs, all students should be able to report it and know that incidents will be dealt with promptly and effectively. Anyone that knows that bullying or harassment is happening is expected to report it to school staff.

The purpose of this policy is to provide information to students, staff and parents/caregivers about anti-bullying. The policy provides students/parents/caregivers the processes needed to report bullying when it occurs and how the school will follow up the bullying incident.

## RATIONALE:

### What is Bullying?

Bullying is the use of targeted, intentional and ongoing unwanted behaviour towards another person with the intention of hurting, either physically or emotionally.

Bullying is not 'one off' incidents of harassment or teasing.

Bullying can be:

- Physical (hitting, kicking, pushing, strangling, throwing things, property damage, using weapons)
- Verbal (name calling, teasing, racial harassment, gossiping, spreading rumours, sarcasm)
- Non-verbal (threatening and obscene gestures, exclusion from a group or activity, stares, removing or hiding belongings, written insults)
- Sexual (inappropriate touching, not respecting personal space, rude or offensive comments based around sexuality or teasing about boyfriends/girlfriends)
- Cyberbullying (being cruel to others by sending or posting harmful material using the internet or other digital technologies)
- Bystander (watching bullying occur and not doing something to stop it and / or report it)



## **What is Harassment?**

Harassment is behaviour that targets an individual or group, that offends, humiliates, intimidates or creates a hostile environment. Harassment can be an ongoing pattern of behaviour, or it may be a single act. 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 can be hurtful comments or intimidation about appearance, disabilities, sexual orientation, background or race.

## **Prevention: How is Bullying and Harassment addressed as part of the Curriculum?**

Settlers Farm Campus will use a number of proactive methods for helping students to prevent bullying and harassment. We believe education is paramount in enabling children to understand how to interact with one another and to understand one another. All teachers will use the Child Protection Curriculum as a reference for teaching students the skills to prevent, recognise and/or manage bullying and harassment. A major element of our social education is the program Bounce Back which is under the Kids Matter framework. We teach students to understand the difference between bullying, being mean and being rude. We instil in them the notion of being courageous, making respectful decisions and treating others with respect in line with our school values.

## **How will the school handle a report of suspected bullying or harassment?**

### **Students will:**

- speak to the person with the support of a friend or use other strategies learnt
- seek support from peer mediators
- report the harassment to a staff member who will help me
- show persistence - never give up
- remember I have the right to feel safe
- follow grievance procedures

### **Staff will:**

- talk with the child and listen to what is being said repeat the issue back to check for clarification
- speak to all people involved and record responses
- seek a resolution – counselling, negotiation
- speak to leadership and show records/ documentation if not resolved
- communicate with parents / caregivers any ongoing issue and actions taken
- facilitate reconciliation conferences as appropriate
- follow grievance procedures
- regularly reinforce appropriate behaviour and revisit the difference between harassment and bullying

### **Leadership will:**

- use the same practices as listed for staff
- ensure policies are up to date and actioned
- ensure all staff know how to address bullying effectively
- record, monitor and analyse data and report to the governing council

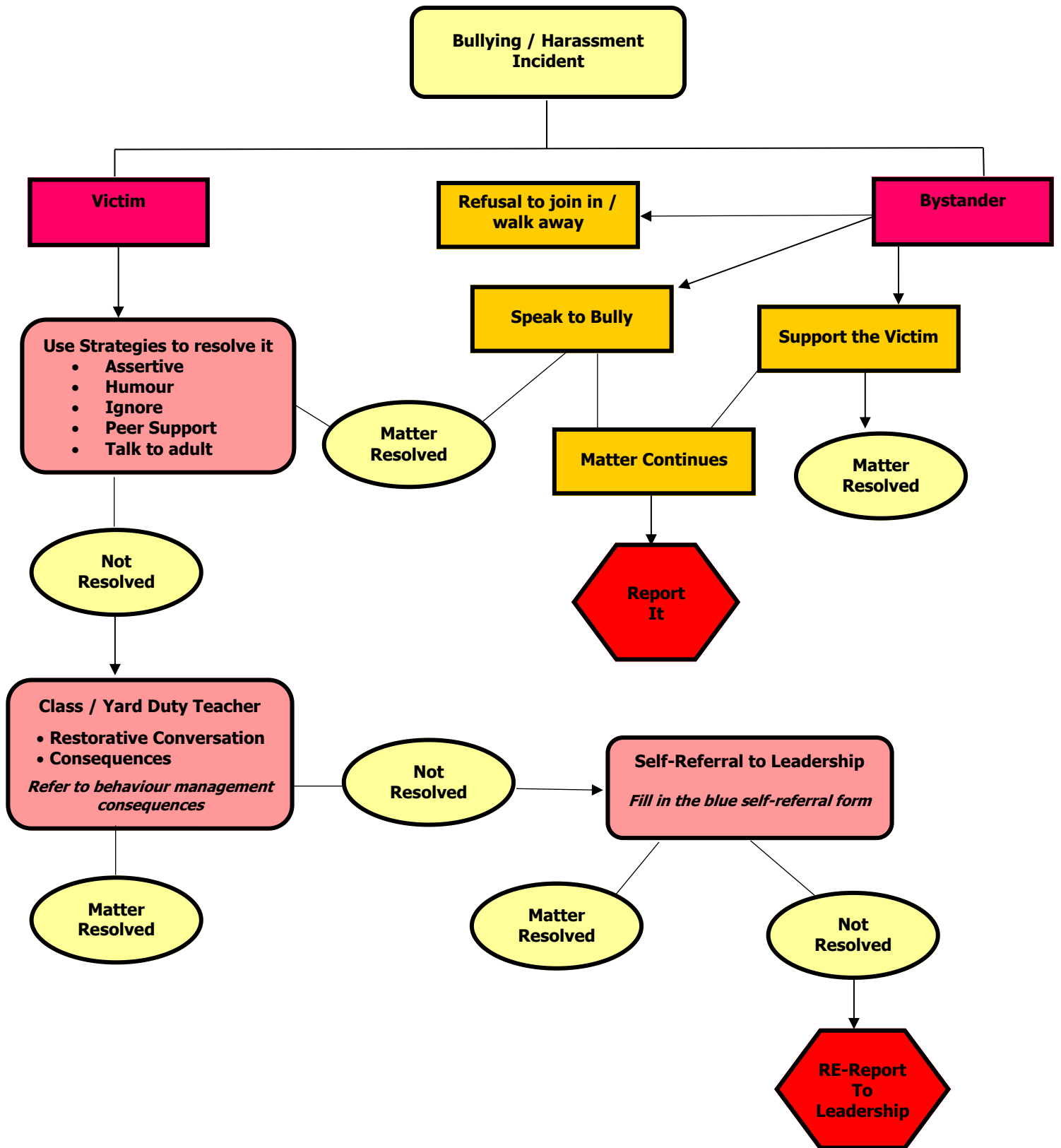
**Ratified by Governing Council 17<sup>th</sup> June 2019**

**Families / caregivers will:**

- keep calm and reassure their child
- listen to their child and discuss safe and respectful ways to address the issue
- make a time to talk to your child's teacher about the problem and keep in contact with the school with regards to actions being taken and resolutions
- only speak with the staff at school and not approach other children or families
- talk with the school counsellor /leadership for further support and give them time to sort through the issue
- follow grievance procedures
- model appropriate behaviour for resolving issues e.g. not slander staff, students, parents on social media

**Ratified by Governing Council 17<sup>th</sup> June 2019**

# What can you do about Bullying and Harassment?



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