



Anti-bullying Policy

Developed: 2000
Reviewed: 2010, 2012, 2013, 2015
Next Review: 2017

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.

Conflicts or fights between equals and single incidents are not defined as bullying.

Cyber-bullying refers to bullying using technologies such as the internet or mobile phones.

Harassment is behaviour that targets an individual or group due to their identity, race, culture, ethnic origin, religion, physical characteristics, gender, sexuality, ability or disability that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour or a single act.

At Plympton Primary School we all have the right to feel safe, happy and free from bullying & harassment.

- We all have the right to be treated as worthwhile individuals
- Each person has a responsibility for ensuring their behaviour is appropriate.

Bullying and harassment is

- not wanted
- not asked for
- not welcome.

Some kinds of bullying and harassment are:

- teasing and name calling
- gestures
- offensive pictures or drawings
- putting people down because of gender, family background, personal life or appearance, race, religion, abilities or interests
- excluding people
- standing by, or observing bullying or harassment and doing nothing.

Bullying and harassment has adverse consequences on school community learning and self esteem.

At this school students who witness others engaged in harassment or bullying are expected to take positive steps to counter the behaviour.

Try these steps to help stop bullying and harassment.

HOW TO DEAL WITH BULLYING and HARASSMENT

1. Self management

- Ignore
- Walk away
- Laugh it off.

If it doesn't work, persist

2. If appropriate you could approach the person who is harassing you

- Stand up for yourself
- Tell them that you don't like what they are doing and you want it to stop
- Tell them they are breaking the school rules
- Take a friend with you
- Bystanders can tell the person who is harassing that they are doing the wrong thing and that they should stop.
- Bystanders can support the person being harassed.

If it doesn't work, persist

3. Seek help

- Go to any teacher, parent or Pastoral Support Worker for help
- Tell them everything
- Decide with them what you will do and see if it works
- If they need to take further action they will do so
- Bystanders could seek help with the victim.

If it doesn't work, persist

4. Seek further help

- Report what's happening on-line: bully.pps117@schools.sa.edu.au
- Go to the Principal with your teacher, parent or both
- Talk openly about the problem
- The Principal will decide what action to take
- Refer the matter to outside authorities - Equal Opportunities, Families SA, Police.

HOW TO DEAL WITH CYBER BULLYING

- Do not share your private information like passwords, name and address, phone numbers with people you don't know. This can also include sharing of photos of yourself, your friends and your family
- Do not respond to messages when you are angry or hurt - either to strangers and also to people you know. This will often encourage them to continue or increase their harassment of you
- Log out and stop messaging if you feel you are being bullied
- Remember you have the option to block, delete and report anyone who is harassing you online and on your mobile
- Find out how to report bullying and harassment on each of the different social networks that you use
- Keep a record of calls, messages, posts and emails that may be hurtful or harmful to you
- Report cyber bullying to your parents and to school staff.

CONSEQUENCES

See Behaviour Management Policy

TEACHERS' RESPONSIBILITIES

Teachers are responsible to:

- Provide information and an education program (Child Protection curriculum) for students.
- Give initial counselling to students and to follow the process through where possible.
- Inform the person being bullied or harassed (when immediate follow up is not possible) that the matter will be dealt with and he/she will be informed as to what occurred.
- Inform the parents / caregivers of the student bullied or harassed and those of the student responsible, of what has happened and how the school is dealing with the issue.
- Ensure their students know and can access the grievance procedures.
- Include measures to counter bullying and harassment in their programs.
- Maintain consistency in response to bullying and harassment.
- Maintain confidentiality.
- Elect 1 male and 1 female staff member to be Harassment Contact persons whose role is supporting staff and community. These contact people will inform the complainant of the range of options available.

CONTACT PERSON

Grievance and Harassment Contact Persons for staff and students to whom initial approaches may be made, will be appointed each year.

The contact persons will:

- Listen sympathetically.
- Maintain absolute confidentiality at all times, including beyond the resolution of a particular case.
- Counsel the complainant about the need to maintain confidentiality.
- Refer the complainant to DECD Guidelines.
- Name the most appropriate person from whom further advice and support may be sought.
- Be clear about the extent of their own involvement. In all cases this is limited to personal advice and support and does not extend to formal complaint, investigation, conciliation etc.
- Recognise the limits of their own skills and experience.

The contact person (or other person initially approached by a complainant) may be able to:

- Provide confidential advice on strategies for dealing directly with the person whose behaviour is causing the complainant distress. (This is only appropriate when the complainant is a staff member, not when a student is involved.)
- Inform the complainant of the range of options available.
- Provide confidential counselling and ongoing support over the period of time during which a formal complaint is made.

PRINCIPAL

The Principal is accountable, under the Education and Equal Opportunity Act, not only for providing an appropriate work and learning environment, but also for taking positive action to prevent bullying or harassment from occurring.

SEXUAL HARASSMENT & RACIST HARASSMENT ARE UNLAWFUL

References.

- Equal Opportunity Act S.A. 1984
- Commonwealth Racial Discrimination Act 1975
- S.A. Education Department Sexual Harassment Policy, Youth Rights & Responsibilities (for students, parents and staff.)
- S.A. Education Department Anti-Racism Policy 1996
- Responding to problem sexual behaviour in children and young people 2013
- Managing allegations of sexual misconduct in SA education and care settings