

Bullying and Harassment

Harassment is unwanted, unwelcome and unfriendly behaviour that upsets another person.

Bullying is deliberate hurtful gestures, words, messages or actions which are repeated over time and/or are a result of an abuse of power.

Some examples of unfriendly behaviour

Physical

Being hit, kicked or pushed around.

Verbal

Put downs, name calling, sarcasm, spreading rumours, telling lies, persistent teasing, threats and intimidation.

Racial

Taunts, gestures or remarks about your culture or nationality.

Sexual

Any unwelcome written, verbal or physical contact of a sexual nature.

Cyber

Using emails, voice and text messages, social network sites, photographic and video images inappropriately.

Do you harass or bully ???

If you hurt, upset, scare or shame another person a teacher must respond. This response will depend on the seriousness of your behaviour. You will be given a fair opportunity to be listened to and to show that you are willing to take responsibility for your behaviour.

Fairview Park Primary has clear behaviour expectations supported by our school values.

All students and staff have the right to feel safe and valued at our school all of the time.

Proactive measures to support social learning and positive behaviour at Fairview Park include: Building Powerful Learners, School Values, Growth mind sets, Program Achieve, teaching for and about diversity, using the curriculum to teach students about respectful relationships, responsibility and honesty, teach the Child Protection Curriculum, Pastoral Care Worker (PCW), SRC, Student Leadership, House teams and points, displays, individual learning and behaviour plans, communication home, acknowledgement of success, assembly awards, incursions, DECD support, and external agency support.

Governing Council Endorsed: 2017

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Anti - Bullying and Anti - Harassment Policy



We promote a community in which everybody feels valued, respected and safe. Individual differences are appreciated, understood and accepted.

We believe everyone has a right to enjoy their time at school.



Government of South Australia
Department for Education and Child Development

BULLYING NO WAY!



TAKE A STAND TOGETHER
Bullying. No way!

Fairview Park School Anti-Bullying and Anti-Harrassment Policy

WHAT CAN STUDENTS DO

IF THEY FEEL HARASSED or BULLIED?

IF IT HAPPENS TO YOU

- Tell the student who is harassing to **stop** (If it is safe to do so!). State clearly that the behaviour is unwelcome and offensive.
- Ignore them and **walk away** – seek help.
- Do not retaliate with physical, electronic or verbal abuse.

IF IT HAPPENS TO SOMEONE ELSE

- Tell the person to **stop** harassing (if it is safe to do so!).
- Be a **friend** to the person being harassed.
- Encourage the person being harassed to inform a trusted adult at school.
- Seek help. You can decide to do something about it and help to protect others.

Don't be a bystander - be part of the solution, not the problem!

Talk it over with a teacher or another staff member

Communication - Seek help. Talk about it to someone you trust. Report it to a staff member, either the teacher on yard duty, your class teacher or another staff member you trust **before you go home**. Feel confident that an incident can be resolved quickly.

Talk it over openly with your parents – they can help you work through the grievance process.

Follow-up. If you are still feeling unsafe or feel the issue may continue **take responsibility** to seek help from an adult at school.

THE IMPORTANT ROLE OF FAMILIES

Staff at Fairview Park School strive to ensure students feel safe and supported all of the time. We value positive communication between home and school. Some points to consider are:

- being aware of the signs of distress from your child. Take an active interest in your child's social life and acquaintances.
- staying positive about your child's qualities and encouraging your child to be tolerant and caring.
- being willing to attend meetings if your child is involved in an incident of harassment or bullying and working cooperatively with school personnel.
- avoiding dealing directly with other students or their families and working co-operatively with the school personnel to resolve concerns.

What we do about incidents of Bullying

- We will listen and talk to the students involved.
- We will negotiate consequences for the person who has been bullying others. These may include: apologies, focus room, restricted play, notify parents, take home or suspension.
- We will use Restorative Practices to rebuild relationships.
- We DO NOT use a 'one size fits all' approach as each person is different and each incident of bullying is different.
- We will continue to monitor to ensure that all bullying has stopped and that the students' safety and well being is maintained.
- We review and evaluate yard duty procedures and behaviour management strategies to ensure they are effective.

The following steps are provided to support family members that feel their child is being harassed:

Ask your child if they have followed up the issue with a trusted adult at the school.



If your child is being harassed, **discourage any planned retaliation**, either physical or verbal, by discussing constructive strategies they can use.



Assist your child to discuss any incidence of harassment with a teacher. If possible, encourage your child to report and address the situation.

Your child can gain respect and confidence through taking the initiative and addressing the problem independently.



Follow up incidences with your child and continue to monitor their wellbeing. Revisit with the teacher progress or concerns.



Request a meeting with a member of the leadership team and teacher to plan strategies if you feel the issues are unresolved.



Continue positive communication with your child and the school.

