



Hackham East School Anti Bullying Anti Harassment Policy

Our school motto is: We Care, Share and Learn.

Therefore, the Hackham East School Community Values: Courage, Friendliness, Good Manners, Persistence/Resilience, Compassion and Tolerance.

At Hackham East School we believe:

We all have the right

- to feel safe all the time.
- to be treated with respect as a valued individual.

Our School Agreements include Safety, Mutual Respect and Appreciation/Not Put Downs and Personal Best.

Therefore, it is everyone's responsibility to act safely and treat others the way you like to be treated.

This means that we think before we act. We choose to do the right thing because it is the best thing. We acknowledge other people's rights and feelings.

The national definition of bullying for Australian schools says:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What is harassment and bullying?

Physical

- hitting, punching, pushing, kicking, spitting, biting etc.

Verbal

- swearing, put downs, threats, etc.

Racial

- picking on others/making fun of others because of:
 - the colour of their skin
 - where they come from
 - their religion/beliefs
 - the language they speak

Sexual

- unwanted touching, including brushing up against someone
- name calling of a sexual nature
- lifting up dresses, pulling down pants
- rude signs, drawings or graffiti

Indirect

- rumors, negative non-verbal messages - body language
- sending malicious notes
- emails, etc. excluding

Cyber Bullying

- Inappropriate and unwanted SMS messages, emails, social media comments, the posting of photographs without consent

NOTE: Racial and Sexual Harassment and Cyber Bullying are against state law, DFE policies and the School's Behaviour Code.

Bullying and Harassment are unlawful. Staff, students and parents will not tolerate it.

Harassment and bullying make people feel: angry, upset, unwanted, lonely, hurt, frightened, helpless, ashamed, etc. These feelings are real and can affect our life at school and home. Harassment /bullying affects people reaching their full potential. At Hackham East we are committed to dealing with harassment and bullying.

Bullying and Harassment is EVERYONE'S responsibility. What can you do?

Students can

- ignore and walk away

If this doesn't work then...

- stand tall, look the person in the eye.
- stay calm, keep your hands loose and by your sides (this shows you are relaxed and not afraid).
- tell them assertively what you want.
- tell them how you feel and then walk away.
- respond to their comments by saying "So", "No" or shrugging your shoulders.
- Be an Upstander and not a Bystander.

If this doesn't work then follow the school grievance procedures.

What will the schools' response to harassment/ bullying be?

- Discuss the incident with the students involved.
- Contact parents.
- Document incident(s) which may lead to suspension.
- Work on programs to promote success.
- Survey students, staff and parents (i.e.: bully audit)
- Provide individual students opportunities to practise skills to develop empathy, respect and conflict resolution.
- A record will be kept of incidents and students involved – to track behaviours and people who are constantly involved.

We can control what happens. How do we know if our behaviour upsets someone else?

Sometimes we can harass someone without meaning to. If we aren't sure about our behaviour we can:

- carefully watch how our behaviour affects others. Decide if the other person likes what we are doing or are they pretending to because they are embarrassed.
- check our behaviour or language by asking if the person minds what we are doing.
- try to stop behaving that way. (Speak to an adult who may help you work out a plan to stop the behaviour).
- ask the other person if you have upset or offended them.
- apologise if you are unsure if you have hurt someone.
- always treat other people how you like to be treated.
- talk about your behaviour with a friend.

Contact People

List adults you can trust at home and at school to help you with your problems. (Fill in names):

School: _____

Parents/Neighbours/Grandparents _____

Remember that everyone has the right to be treated fairly and with respect. Everyone at Hackham East School has the right to work and play without being harassed.

Conclusion

If a person at school is being harassed or bullied: **We have a responsibility to do something about it!**

If we work together in a POSITIVE way to solve this problem...we will create a safer, more caring working environment for all.

For further information contact:

Hackham East Primary School :83823824
Kids Help Line: 1800 551 800
Parent Line: 1300 301 300
Child and Adolescent Mental Health :82046983

Information and Advice can be found from:

www.bullyingnoway.com.au

www.cybersmart.gov.au

or by contacting

DFE Parents Helpline 1800 222 696

Policy Review Date: 1 May 19