

## ANTI BULLYING AND HARASSMENT PROCEDURES

### A SAFE SCHOOL

Everyone has the right to learn and play in a safe and caring environment.

You can be kind and thoughtful to others by:

- Practising our school **Values**
- Acting in ways that reflect our **IB learner profile attributes**
- Getting along
- Saying thoughtful things to others
- Including people in your games and activities
- Being aware of how your behaviour affects others
- Changing your behaviour when it is upsetting someone

### BULLYING

**Bullying is ongoing, deliberate harassment by others**

### HARASSMENT

Harassment can be;

- hurtful gestures, words or actions by individuals or groups
- When someone treats you in a way that makes you feel hurt, embarrassed, uncomfortable, upset or unsafe

Harassment is unfair and unacceptable

### **Kinds of harassment:**

#### **Physical Harassment**

- Hitting, kicking, pushing
- Getting a gang or group of people together to frighten or hurt you
- Hiding, stealing or destroying your property
- Patting, pinching or touching you when you do not want to be touched

#### **Verbal Harassment**

- Calling you names, using put downs, spreading rumours
- Threatening you – intimidation
- Making rude jokes, gestures, noises or saying suggestive things about you
- Impersonating someone else
- Personal jokes with the intention to hurt you

#### **Intellectual Harassment**

- Hassling because you are not good at your work
- Hassling you because you are having problems with your school work



## Visual/Cyber Harassment

Writing rude or unpleasant notes or graffiti about you

- Inappropriate emails
- Inappropriate SMS & text messages / photos
- Internet/ social media(Facebook, Twitter, Instagram, websites , blogs and other apps)

## Gender Harassment

- Doing any of the above just because you are a girl or a boy

## Racial Harassment

- Doing any of the above just because of your racial background, customs or religion

## What can you do when you are being harassed?

You have to decide what you want to do to stop it.

### 1) Self-management

- Ignore
- Walk away

If it doesn't work PERSIST

### 2) Confront the person that is harassing you

Take a friend with you

- Stand up for yourself/plan what you are going to say
- Tell them that you do not like what they are doing and you want it to stop
- Tell them they are breaking the school rules
- Remind them of the school policy

If it doesn't work PERSIST

### 3) Seek help

- Go to a parent/staff member
- Tell them everything
- Decide with them what you will do and see if it works
- If the adult needs to take further action they will do so
- If it doesn't work PERSIST

### 4) Seek further help

- Go to the principal with your teacher, parent or both
- Keep asking for help until the bullying stops
- The Principal will decide what action to take- refer the matter to outside authorities (Police, Equal Opportunities, Department for Child Protection)



### What about victimisation?

Victimisation is when bullying and harassment continues after you have followed the bullying and harassment procedures. Action by the Principal will be taken to stop victimisation.

### Being a good bystander...

At Belair Primary School we expect bystanders to assist us in making our school a safer school environment. A bystander is anyone who is a witness to bullying or harassment. Being a good bystander means not allowing bullying or harassment to continue.

### Bystander expectations:

- Immediately report incidents or harassment or continued harassment (bullying) to a staff member and parent
- Report victimisation to a staff member and parent
- Report gang like behaviour to a staff member and parent

If bystanders do nothing about instances of bullying or harassment, they may receive similar consequences to the perpetrator.

### At Belair Primary School we strive to be:

**Caring, Balanced, Reflective, Open-minded, Knowledgeable, Principled**



### What is the bullying and harassment audit?

We use a bullying and harassment audit once a semester with students.

Bullying and harassment is not an acceptable behaviour and will not be tolerated. Those who harass or who stand by and let it happen are not upholding our school values and breaking our school rules.

When someone is identified in an audit 5 or more times, teachers and or school leadership will follow this up.

### What happens to the bully/harasser?

Our goal is to help the student realise that a change of behaviour is required and everyone is to be kept safe.

We work through:

- What were you thinking at the time?
- Who has been affected by what you did?
- What do you need to do to make things right?
- It may also involve;
  - Student Support—Restorative process at lunchtime
  - Restricted play
  - School suspension/exclusion