



ANTI-HARASSMENT & BULLYING POLICY

POLICY STATEMENT:

Every student, staff member, parent and visitor at Truganina South Primary School has the right to be respected and feel safe within the school environment and while participating in school activities. A person who bullies or harasses another is denying them that right and is not behaving as a responsible school community member.

This policy aims to inform and educate the school community regarding their rights and responsibilities. It also provides a basis upon which appropriate programs and procedures are developed across the school. These programs and procedures are designed to: develop a culture that does not tolerate bullying and / or harassing behaviour; provide an effective framework within which to address incidents and issues of harassment and bullying.

RATIONALE:

To provide a safe environment that has a structure to effectively deal with bullying and harassment if they take place.

Harassment and bullying is often kept a secret from adults. This secrecy often allows bullying and harassment to continue. Students must be able to feel that they can talk about incidences of harassment if the behavior is to cease. Students are often afraid to report bullying for fear that it will get worse. The act of witnessing the bullying of another person and doing nothing to stop it, is as bad as the person who is actually bullying. Bystander responsibility will be adhered to by all members of the school community.

Any form of harassment is totally unacceptable at Truganina South Primary School.

DEFINITIONS OF KEY TERMS:

Bullying is when someone, or a group of people, who have more power at the time deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion. This could occur in a variety of ways: face to face; name-calling; excluding; spreading rumours; on the internet; over the telephone or via text messages.

There are many types of behaviours that if continuous can be defined as harassment:

(NOTE: THE FOLLOWING LISTS ARE EXAMPLES ONLY, AND ARE NOT ALL-INCLUSIVE).

VERBAL:

- Name calling, put downs, 'knocking' achievers

- Spreading rumours or gossiping
- Negative comments about someone's appearance, gender sexuality, cultural or social background
- Homophobic comments or teasing
- Threatening remarks, teasing or speaking rumours about others or their families
- Swearing
- Isolating people from their friends/peers, talking about them in a huddle as if they are not there (making them a 'non-person')
- Taking part in 'whispering campaigns'
- Threatening to 'get' another person or have others 'get' them.
- Sexual harassment through verbal acts of a sexual nature (asking someone to perform sexual favours, etc.)

PHYSICAL:

- Threatening behaviour, fighting or using weapons; spitting on others; invasion of 'personal space'
- Unfair exclusion
- Unwanted touching
- Interfering with another person's property, by stealing, hiding, damaging or destroying it, or teasing that person with their property (i.e. playing 'keepings off')
- Giving 'greasies', starting in a determined manner, and making gestures that are threatening
- Sexually harassing others through physical acts of a sexual nature (i.e. unwanted touching)
- Writing offensive notes or graffiti about others.
- Using students to obtain money, food, personal equipment, clothes or other things that students bring to school.
- Forcing students to complete work for someone else
- Sending e-mail and/or texts which is offensive, demeaning or includes negative comments about someone's appearance, gender, sexuality, cultural or social background

RACIAL:

- Racist comments or jokes; emails or letter
- Physical abuse
- Negative reference to a person's appearance, cultural values/beliefs, or language

SEXUAL:

Sexual harassment is defined under its own sub-policy.

DIGITAL TECHNOLOGY AND ELECTRONIC BULLYING

- Spread of rumours via msn
- Placing images without a person's consent
- Intimidation
- Giving out personal details to others about others without permission
- Posting offensive comments, messages and bulletins on social networking sites (e.g. MySpace; Facebook).
- Downloading inappropriate material e.g. video images of students at school or student incidents and sending it to others
- Using SMS, chat rooms, e-mails, internet to belittle or intimidate.

GUIDELINES FOR IMPLEMENTATION

- Every member of the school community has the right to be protected from all forms of harassment. This includes traveling to and from school, as well as being at school or on any camp, excursion, event (i.e. sporting carnival) or other related activity this is run by Truganina South Primary School.
- Every member of the school community is responsible for implementing this policy. All students can help to stop incidents of bullying and harassment.
- All complaints of harassment should be treated as genuine
- All complaints of harassment/bullying will be listened to, and judged on its own merits.
- Each claim should be acted upon without undue delay
- Both the complainant and the accused have the right to an investigation that is confidential and discreet (realizing that there will be cases where the complainant will inevitably be identified).
- All documentation regarding harassment incidents should be filed in a manner that ensures confidentiality.
- In cases where the complainant is identified, all measures will be taken to ensure that repercussions are minimized (i.e. warning student/s involved that repercussions will result in harsh penalties)
- A copy of all documentation regarding any harassment incident will be passed on to the Assistant Principals.
- Harassment and bullying at Truganina South Primary School will not be tolerated.

How Students can deal with bullying?

Step 1: Talk to someone you trust.

E.g. Parents; Guardians; Friends; Teachers you trust, or the school counselor.

Step 2: Take personal actions.

E.g. Try to ask the bully to stop; keep notes or save texts/emails about who, what and when.

Step 3: Make a formal complaint to a teacher.

E.g. Report bullying to your Home group teacher or Year Level Leader.

Step 4: The person who the student has reported will be interviewed.

Step 5: Restorative Practices will be used to help resolve the situation if appropriate.

Step 6: If the problem is not resolved or the severity of the bullying may result in the Year Level Leader/Assistant Year Level Leader or Assistant Principals informing the bully's parents. Appropriate consequences (e.g. community service, detentions or suspension) will be determined.

Step 7: The bully/bullies and the person who has been harassed will be monitored by the teaching staff.

Evaluation:

To be reviewed as part of the school's three year review process.

This policy was last ratified by School Council in....

November 2016