

BULLYING AND HARRASSMENT POLICY

VALUE STATEMENT

The Westport Primary School community values a learning environment for students and staff that is free from violence, harassment and bullying of any kind. Bullying including cyber bullying, harassment and violence is not acceptable in this school and will be dealt with seriously and expediently.

DEFINITIONS (from DECD Safer Schools 2011)

Bullying

Bullying is when someone does mean things deliberately, and many times, to the same person.

It is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders. Bullying is primarily about power. It is not considered bullying if people of equal strength or power have an odd quarrel or fight.

Bullying is –

- Physical: hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property
- Verbal or written: spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours
- Cyber: using e-mail, voice and text messaging, social networking sites, photographic and video images
- Graffiti: using pictures, tags or words
- Social: forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour or a single act, directed towards an individual or group. Harassment may be intentional or unintentional and use specific words or actions that offend and distress another person.

Signs of Bullying and Harassment

Students who are being or harassed may not talk about with their teachers, parents or friends. Teachers and parents have an important role in helping the school and the student deal with bullying. Some signs that a student is being bullied may be:

- unexplained cuts, bruised or scratches
- damaged or ripped clothing
- vague headaches or stomach aches
- refusal to go to school
- asking for extra pocket money or food
- tearfulness, anxiety of difficulty sleeping
- 'hiding' information on mobile phones, emails or in comments on their social networking pages

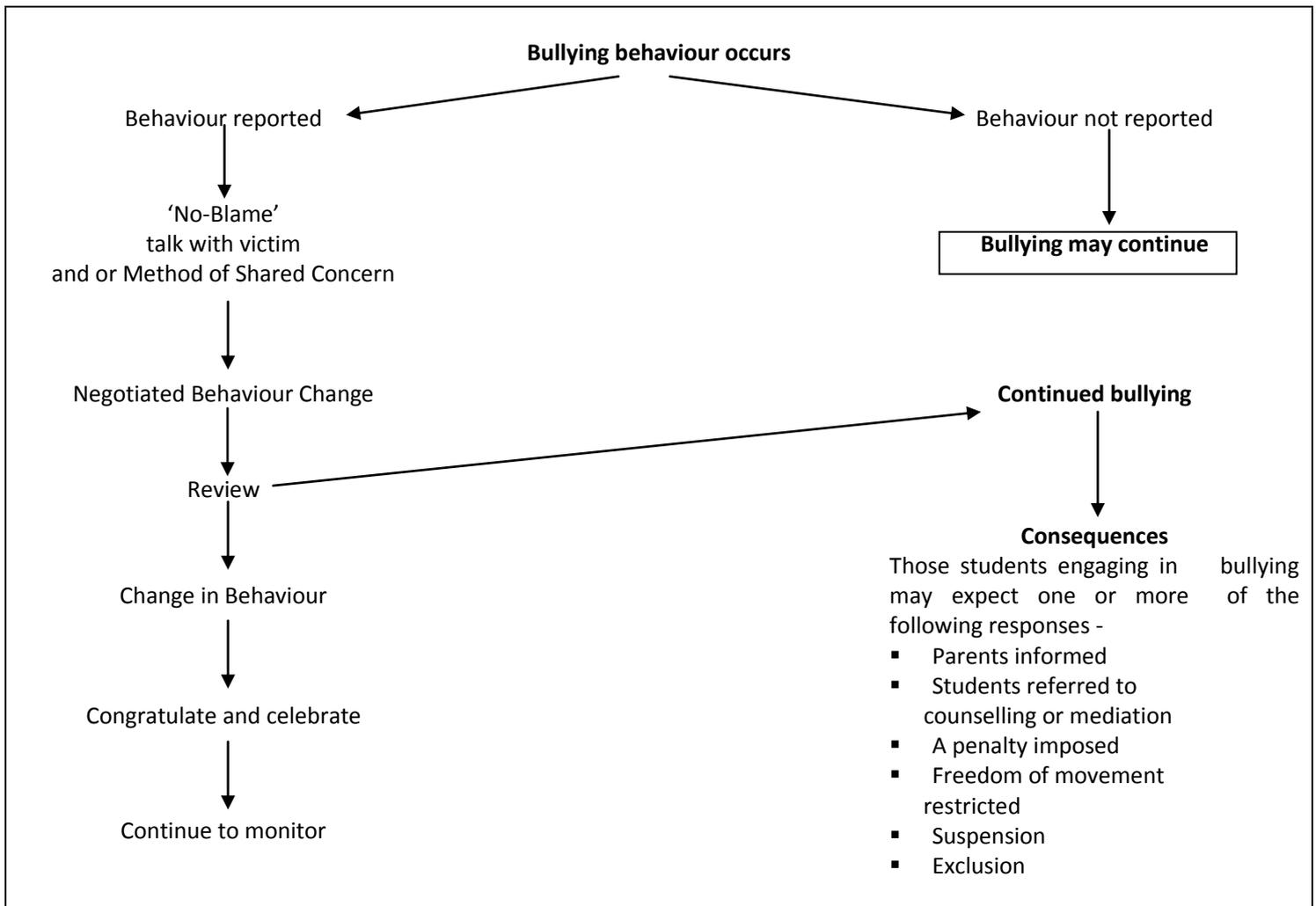
REPORTING BULLYING

- Incidents of bullying or harassment must be reported to class teachers or leadership
- Reporting of an incident should occur as soon after the incident as possible so that the school has the best opportunity to follow up the incident and intervene
- Parents should follow Westport Primary School's Grievance Procedures if they have any serious concerns

ROLES AND RESPONSIBILITIES

<p>Staff will:</p> <ul style="list-style-type: none"> • Develop and foster positive relationships with students and families • Encourage students to act appropriately when bullied • Detect, report and keep records of bullying • Provide education and training to students about bullying including the Keeping Safe Child Protection Curriculum, Bounce Back, Westport Student values, bystander behaviour • Conduct a bully survey once per year for students, teachers and parents to collect data on bullying 	<p>Students will:</p> <ul style="list-style-type: none"> • Be respectful towards other students, staff and members of the school community • Uphold the Westport Student values • Report incidents to a staff member if they feel they are being bullied or are aware of bullying behaviour • Participate in a bully survey once per year 	<p>Parents will:</p> <ul style="list-style-type: none"> • Keep the school informed of concerns about behaviour of their child and of any bullying or harassment incidents that may occur • Communicate in a respectful manner with school staff about issues of concern as soon as possible • Follow the school Grievance Procedures
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RESPONDING TO INCIDENTS OF BULLYING



REFERENCE

Our Bullying and Harassment Policy is in line with the requirements of the Education Department and Child Development. Parents may contact the Parent Complaint Unit for support and advice. A free call hotline has been established for parents on 1800 677 435. The unit may also be contacted by email at DECD.ParentComplaint@sa.gov.au

July 2016