



Glendal Primary School Anti-Bullying and Harassment Policy

Rationale

Glendal Primary School is committed to providing a safe and caring environment and culture which enables positive relationships to be formed amongst all students and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear policy on bullying (including cyber bullying) and harassment will inform the community that **bullying and harassment in any of its forms will not be tolerated.**

- Harassment/bullying is an act of aggression that can cause embarrassment, pain, fear or discomfort to another.
- It can take a number of forms, physical, verbal, gestural, extortion and exclusion.
- Harassment can be planned or organised or it may be unintentional. Bullying is always intentional.
- Individuals or groups may be involved.

This policy ensures that such behaviour is minimised and a safe and positive learning environment created. This includes bullying and sexual harassment. Some examples of bullying include:

- any form of physical violence such as hitting, pushing or spitting on others
- interfering with another's property by stealing, hiding, damaging or destroying it
- using offensive names, teasing or spreading rumours about others or their families
- using put-downs, belittling others' abilities and achievements
- writing offensive notes or graffiti about others
- making degrading comments about another's culture, religious or social background
- hurtfully excluding others from a group
- making suggestive comments or other forms of sexual abuse
- ridiculing another's appearance
- forcing others to act against their will.

Definitions

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

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.

Bullying has three main features:

- it involves a misuse of power in a relationship
- it is ongoing and repeated, and
- it involves behaviours that can cause harm.

Bullying can be:

1. *direct* physical bullying, e.g. hitting, tripping, and pushing or damaging property
2. *direct* verbal bullying, e.g. name calling, insults, homophobic or racist remarks, verbal abuse

3. *indirect* bullying, e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person and/or damaging a person's social reputation or social acceptance.

Cyberbullying is direct or indirect bullying behaviours using digital technology. For example, via mobile devices, computers, chat rooms, emails, social media, etc. It can be verbal, written and include images, video and/or audio.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management. There are three socially unpleasant situations that are often confused with bullying; mutual conflict (an argument or disagreement between students but not an imbalance of power), social rejection or dislike and single episode acts of nastiness, meanness, aggression, or intimidation.

Guidelines

- To reinforce within the school community that no form of bullying is acceptable.
- Everyone within the school community is alerted to signs and evidence of bullying and has a responsibility to report it to staff whether as an observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.
- To promote personal growth, positive self-esteem and resilience for all.
- To enable all members of the school community, including students, parents and staff, to feel safe from all forms of harassment.
- To assist all members of the school community to identify bullying behaviours in themselves and others.
- To support all members of the school community to take action against bullying.
- To maximise learning outcomes by ensuring children are provided with a safe, positive and caring learning environment.

Implementation

The aims of this policy will be achieved by the daily work and professionalism of all school personnel, including administrative, teaching, non-teaching and support staff.

- An Assistant Principal will be appointed annually to oversee the Anti-Bullying and Harassment Policy.
- A school-wide approach will be taken to deal with bullying (including cyber bullying) and harassment in a consistent and systematic way.
- All new students and staff will be informed of the anti-bullying and harassment policy and practices at the commencement of their time at the school.
- All complaints of harassment will be heard in confidence and taken seriously.
- The school will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues.
- There will be disciplinary consequences, covering a range of strategies, for those in breach of the Anti-Bullying and Harassment Policy.
- The Anti-Bullying and Harassment Policy is supported by ongoing parental involvement in the school programs, utilising the expertise of the Department of Education (DET) personnel including Education Psychologists, Speech Pathologists, Visiting Teacher Services, School Medical and Dental services.
- Parents and students are also referred to outside agencies where further assistance is required. Parenting programs may be organised as required.
- Appropriate resources will be available. They will include materials relevant to harassment and are available to both parents and staff.
- The policy will be actively promoted with students, staff and community.
- Identification of 'trouble spots' in school with an aim to improve supervision.
- Identification of students who have been nominated by their peers as offenders.

- Classroom teacher/student welfare representative, Principal or Assistant Principal, as deemed necessary, will counsel frequent offenders. Parents will be advised at the discretion of the Principal or Assistant Principal.
- The consequences of behaviour deemed as bullying will follow the procedures set down in the Student Wellbeing Policy.
- The staff in consultation with the Principal/Assistant Principal has the discretion to implement consequences at a level deemed appropriate to the severity and frequency of the offence.

This policy should be read in conjunction with the:

- [Student Wellbeing Policy](#)
- [Student Engagement Policy](#)
- [Duty of Care Policy](#)
- [Inclusion and Diversity Policy](#)
- [Sexual Harassment Policy](#)

Evaluation

This policy was reviewed on Friday 23rd July, 2021.