

# ALLENDALE EAST AREA SCHOOL

## Anti-bullying & Harassment Policy



### School Values

We believe that each child has the right to

- Positive and progressive learning and social experiences
- Safe and caring environment.

Through our school values of **Respect, Courage and Excellence** we endeavour to engage every student in relevant and challenging learning experiences that value a diversity of ideas and approaches and encourages each child to have a sense of security and self-worth.

**A partnership of staff, parents and students** can actively reduce bullying and harassment at Allendale East Area School.

### What is Bullying & Harassment?

Bullying occurs when a person or a group of people **deliberately and repeatedly hurt or frighten** somebody less powerful than themselves for no reason.

- **Bullying is not about difference.** It occurs because of people's inability to accept and value difference
- **Bullying is everyone's business**
- **Bullying is a form of violence**

This may be done in various ways:

#### Physical

- Pushing, hitting, tripping, kicking
- Hiding or taking another's belongings

#### Verbal

- Spreading rumours, teasing and name calling
- Making fun of people's abilities, weaknesses or achievements
- Making fun of people's skin colour, physical features, race, religion or accent

#### Sexual

- Touching in an unwelcoming way
- Comments as rumours of a sexual nature or about sexual orientation
- Teasing about parts of the body

#### Cyber

- Texting and phone calls used to tease or intimidate
- Sexting of photographs used to tease or intimidate

#### Indirect

- Deliberate exclusion from activities or friendships
- Spreading rumours, nasty looks and gestures
- Watching or encouraging others to participate in any of these behaviours

#### Harassment

- Any behaviours that are uninvited, unwelcome and unwanted that cause another person to feel hurt or uncomfortable

It is not considered to be bullying if people of equal strength or power have an odd quarrel or fight.

## **What can students do?**

Tell the student who is bullying you to stop

### **If this does not work:**

Talk to someone you trust a teacher, parents, counsellor, friends or SRC representatives.

Keep reporting the bullying as often as it continues.

Ring Kids Helpline 1800 551 800

### **If you are a Friend:**

- Listen to your friend, encourage and support them to tell an adult they trust
- Support your friend and encourage others to do the same

### **If you are a Bystander:**

- Tell the bully to stop
- Get an adult to help
- Tell a teacher what you saw

### **If you are a Bully:**

- Put yourself in the position of the other person
- Ask: "What does it feel like to be bullied?"
- Talk to a teacher or counsellor - they may help you change your behaviour positively

## **How can I tell if my Child is being bullied?**

When people are bullied or harassed they may feel angry, frightened, humiliated or uncomfortable, scared or unsafe.

Any change in behaviour without reason needs addressing. So if there are concerns, parent and caregivers have an important role in helping the school and your child deal with bullying and harassment.

## **What can I Do if I think my child is being bullied or harassed?**

When children tell their parents they are being bullied, they may have tried everything to deal with it on their own.

Telling parents is often a very hard step to take.

### **As a first step, it is usually best to:**

- Encourage your child to talk through things, so you get the basic facts straight
- Listen calmly with an open mind, remembering you are only hearing one part of the story
- Ask questions, gently finding out
  - what happened
  - who was involved
  - where it happened
  - if anyone else saw, read or heard it
- Help your child reflect on what has been done so far
- Help your child work out what might be done
- Monitor the use of internet and phones

### **Talk to the school**

Make an appointment for face to face meeting to discuss issues in a timely matter with the Principal, the class teacher or the Counsellor.

Never try to sort out the bullies yourself. This rarely works and often makes matters worse.

### **It does not help if parents:**

- Get angry or upset

- Make the child think it is not important
- Blame the child or the school
- Accuse people without knowing the facts
- Look for easy solutions

### **What will school do?**

Most incidents of bullying and harassment, which are reported to the school, will be addressed in a Restorative manner.

#### **Actions may include:**

- Speaking with all students involved including bystanders
- Parent notification
- Restorative meeting with the Principal, Deputy Principal or Counsellor
- Listening to victim and their ideas of outcomes

#### **Consequences for bullying may include:**

- On-going Restorative meetings
  - Time out or suspension
  - Interview with student and parent
  - Case management (violence or persistent behaviour)
  - Documentation for files
  - Counselling
- Suspend or exclude students, even if the behaviour occurred outside school hours or off site. Police may need to be contacted if the behaviour is considered illegal.

#### **The school takes a pro-active stance,**

by promoting co-operative learning and character development through:

- Assertiveness training for students being bullied
- Anger management where required
- Promote relevant learning with a focus on co-operation, resilience and accepting differences through Child Protection Curriculum and other programs
- Reinforce the school's Code of Conduct and Student Grievance Procedure
- Help all students understand the responsible use of power in relationships
- Explicit teaching on recognising bullying behaviour and the role of the bystander

### **Need more information**

DECD Parent Helpline: 1800 222 696

Bullying No Way: [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Kids Helpline 1800 551 800

Youth beyondblue: [www.youthbeyondblue.com](http://www.youthbeyondblue.com)

Parenting SA Parent Easy Guides: [www.parenting.sa.gov.au](http://www.parenting.sa.gov.au)

#### **Student Declaration**

I have read this information and understand that bullying & harassment is unacceptable behaviour.

Student Signature (year 6 -12 )

I have read and discussed this information with my child / children and understand that bullying & harassment is unacceptable behaviour.

Print Name:

Parent Signature: