



## POLICY – BULLYING AND HARASSMENT

### Everybody has the right

- to feel happy and safe
- to learn without being bullied or harassed
- to be the best they can be



<u>Definitions</u> Source: Safer DfE schools	<u>A few examples</u>
<p><b>Bullying</b> is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group toward one or more persons. <i>Conflict or fights between equals and single incidents are not regarded as bullying.</i> Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.</p>	
<p><b>Physical Bullying</b> includes harassment like name-calling or stalking, and can also entail more violent behavior such as physical abuse, hitting or intimidating.</p>	<ul style="list-style-type: none"> <li>• Hitting</li> <li>• Spitting</li> <li>• Looks or stares</li> </ul>
<p><b>Verbal or Written Bullying</b> is a means of using words in a negative way such to gain power over someone else's life.</p>	<ul style="list-style-type: none"> <li>• Teasing</li> <li>• Put downs, insults</li> <li>• Spreading rumours</li> </ul>
<p><b>Cyber Bullying</b> is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technology with the intention of harming another person. <i>It can be shared widely with a lot of people quickly, which is why it is so dangerous and hurtful.</i></p>	<p>Communication to</p> <ul style="list-style-type: none"> <li>• Intimidate</li> <li>• Control</li> <li>• Manipulate</li> <li>• Put down</li> <li>• Humiliate</li> </ul>
<p><b>Sexual Harassment</b> is unwelcome sexual conduct, which makes a person (male or female, of the same or opposite gender, same-sex attracted, bisexual or transgender) feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances. Sexual harassment can be a single incident, repeated or continuous.</p>	<ul style="list-style-type: none"> <li>• Inappropriate suggestions, conversations or comments</li> <li>• Inappropriate touching, hugging, kissing etc.</li> </ul>

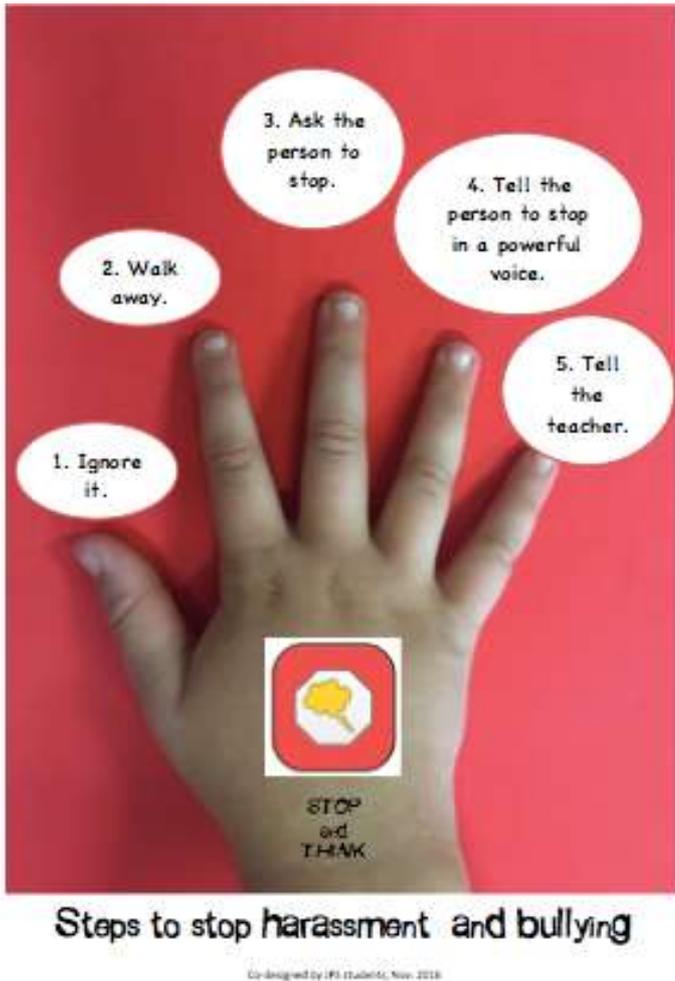
### Be an upstander

- Respect other's differences
- Refuse to be a bystander / Be a role model
- Be kind and help others who are being bullied

Upstanders move from  
silence to action.

Upstanders help to stop  
the problem.

**STEP 1-Do something about the bullying.**  
Here are the HAND & STAND steps YOU can take.



	<b>S</b> <b>tand tall and walk in a way that shows you deserve respect.</b> Your body language can help you from being a target.
	<b>T</b> <b>ell an appropriate adult</b> Responsible reporting is a way to help solve problems.
	<b>A</b> <b>void being in harms way</b> Getting away from a dangerous situation is not being a coward; it is being smart.
	<b>N</b> <b>o- say NO to the bully's demands from the start</b> (If you are in physical danger, go along until you can report it)
	<b>D</b> <b>o the right thing</b> Stop & Think, Be kind, Stand up- Speak up.

*Adapted from infographic by BullyEpidemic.com with a student group  
SOURCE: www.bullyproof.org/bullyproof\_stand.php*

Remember bullies will continue if you do nothing about it!

Another way we work together to make our school bully free is through acts of kindness.

**What will teachers do?**

- Teach the Child Protection Curriculum
- Help you to develop strategies to deal with harassment/bullying, conflict and anger
- Support you to bounce back and be resilient
- The teacher will record the harassment
- Provide follow up and consequences

**What else could happen?**

- We will work through the School's Behaviour Management process
- Contact Parents
- At the discretion of the school Principal and staff continued bullying and harassment will result in suspension

**Other places to go to get help**

- <https://bullyingnoway.gov.au/>
- [www.thinkuknow.org.au](http://www.thinkuknow.org.au)
- <http://au.reachout.com/>
- Kids Helpline 1800 551 800
- Parent Helpline 1800 951 779
- Murray Mallee General Practice Network 85311303
- Headspace Murray Bridge 85312122
- [www.youthbeyondblue.com](http://www.youthbeyondblue.com)
- SAPOL (SA Police) 8535 6020