



***Mainstream and Steiner Education
Two streams – one river***

Bullying and Harassment Policy

Purpose

Our 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 bullying (including cyberbullying and harassment) prevention policy will inform the community that bullying and harassment in any of its forms will not be tolerated.

Aims

- To provide clear definitions of what is and what is not bullying and harassment
- To reinforce within the school community that no form of bullying or harassment is acceptable.
- To provide clear advice on the roles and responsibilities of the whole school community, including students, parents, caregivers and teachers for preventing and responding to bullying behaviour
- To provide clear procedures for everyone to report incidents of bullying to the school
- To ensure that all reported incidents of bullying are followed up and that support is given to any person who has been affected by, engaged in or witnessed bullying behaviour
- To seek the support and co-operation of the whole-school community at all times.

What are bullying, cyber-bullying and harassment?

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals and single incidents are not defined as bullying.

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; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Bullying and Harassment

The DECS brochure *Bullying and harassment at school* can be found at www.decs.sa.gov.au/speced2/pages/bullying

Responding to bullying and harassment

If students or parents are aware of bullying or harassment they should report it to a teacher as soon as practical.

Bystanders who do nothing to stop bullying may be contributing to the problem by providing an audience for the bully.

What the school will do

Our school will actively promote a positive and welcoming personal environment for all members of the school community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected and students and staff will be enabled and supported in their pursuit of learning and teaching.

A range of consequences may be imposed for students who bully or harass others. Our goal is wherever possible for the students involved and affected by the problem to work together to find a solution.

Restorative justice is a process through which affected persons and others are given an opportunity to confront the perpetrator, express their feelings, ask questions and have a say in the outcome. Perpetrator hears firsthand how their behaviour has affected people. They may begin to repair the harm by apologising, making amends and agreeing to a simple contract. Conferences hold perpetrators accountable while providing them an opportunity to discard the "perpetrator" label and be reintegrated into the school community.

Students involved in an incident will meet with a mediator (teacher or principal) to work towards an understanding to clarify and resolve the situation and repair the harm caused. Part of the agreement may be consequences for the wrongdoer. Before leaving the meeting additional consequences are agreed upon in the event that the wrongdoer's behaviour does not stop or is repeated. This meeting is documented so that everyone is clear about their responsibilities. Parents and caregivers are informed throughout this process.

Consequences of Irresponsible Behaviour

At Basket Range Primary School there are very few behaviour issues as children generally follow the school values of happiness, creativity, teamwork, inclusion and inclusion, requiring only an occasional reminder. If inappropriate behaviour persists the following steps will be taken:

1. The teacher has a one to one discussion with the child reminding them of the values and discussing underlying issues and concerns. It may be appropriate that a child spends time outside the class reflecting on their behaviour.
2. If the behaviour continues, the principal will meet with the student and have a discussion about the issues. Ideally the student will reflect on their behaviour and agree to make appropriate changes to put things right.
3. If the inappropriate behaviour continues the teacher will contact the parent and if appropriate, arrange for a meeting time to discuss the issues and concerns.

Consequences for ongoing inappropriate behaviour may be:

- Missed play time
- Time spent out of the classroom
- Rectifying the issue – for example, tidying up the mess they have made
- If the behaviour continues, or is violent or threatening this may result in an immediate take home.

Frequent or persistent failure to follow our school values, e.g. swearing, threatened or actual violence, harassment or bullying will result in take-home and/or suspension.

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