TEA TREE GULLY PRIMARY SCHOOL
SAFETY SCHOOL

ANTI BULLYING AND HARASSMENT POLICY

At our Safety School we want all students to feel safe. Therefore we take bullying and harassment seriously. This policy explains what bullying is and what we will do to stop it happening. Within the classroom and yard management procedures it is clearly stated how to go about reporting bullying and/or harassment.

Please note we have both parent and student brochures outlining our bullying and harassment procedures.

Definition

Bullying and Harassment are deliberate and repeated actions towards others which involve the misuse of power.

Examples of bullying and harassment are:

- Teasing, rude messages calling names and/or making rude signs
- Exclusion from games or group conversations
- Spreading rumours
- Threatening people
- Touching others and their clothing when it makes them feel uncomfortable or unsafe
- Writing rude or hurtful messages including SMS, email, posts on social media and the internet
- Putting people down because of their: gender, family background, personal life, appearance, religion, disability or race
- Being repeatedly hit or kicked
- Having food or money taken from you often
Bullying and Harassment Policy Continued

Reporting

For any person being bullied or harassed, or if you know someone who is being bullied / harassed it is important to report it.

Students can tell a teacher, deputy or principal or a professional counsellor in an outside agency. It is also important to let parents or caregivers know.

How to report

We encourage students to tell a trusted adult where the bullying happened, how often it happened and what they have already tried to do to stop it from happening. A friend may go with them when reporting. We recommend that students record their problems on an incident form when informing leadership who will keep track of any ongoing problems or patterns of bullying or harassment.

When to report

Students are encouraged to report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

What we do at TTG primary school to reduce bullying and harassment.

At TTG we use prevention, intervention and post-intervention strategies.

Prevention strategies

- Teaching the Child Protection Curriculum.
- Using the curriculum to teach students about respectful relationship, civics and citizenship.
- Developing programmes to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety. (Program Achieve, Reducing Bullying in Schools).
- Teaching for and about diversity.
- Beginning each term with a focus on school values, and processes and policies that keep everyone safe.
- Providing professional learning for staff in collaboration with local agencies.
Bullying and Harassment Policy Continued

Intervention strategies
- Counselling students who have been bullied or harassed
- Talking with parents/caregivers about the situation
- Putting consequences in place for those who bully or harass others
- Teaching students to be better bystanders
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post-Intervention Strategies
- Restorative Practices are used to build/rebuild relationships.
- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained
- Talking with parents/caregivers about strategies
- Continually reviewing related policies, behaviour codes, and yard duty procedures to make sure they are effective.
- Dealing with hot spots in the yard or inappropriate games.

What we will do about bullying and harassment
- We will listen and talk to the person who has been bullied and/or harassed and the person who has bullied or harassed others using a Restorative Practices Framework.
- We will put logical consequences in place for the person who has been bullying others. This may include time out of the yard, suspension or exclusion.

It is important to note that these steps may change. At our Safety School we do not use one size fits all. This is because each person is different and each incident of bullying is different.

BULLYING AND HARASSMENT IS WRONG

Bullying and Harassment is:
- Not wanted
- Not asked for
- Not welcome

At Tea Tree Gully Primary School.