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 is when someone keeps picking on another child again and again and tries to make them feel bad. They say or do many mean and hurtful things, make fun of them a lot, try to stop them from joining in or make others not like them.  
Although it isn’t nice if someone says or does something mean to someone else, we don’t necessarily call that bullying. It also isn’t bullying if a child has a once of argument or fight.

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 or behaviour, or it may be a single act. It may be directed randomly or towards the same person. It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.
Harassment is unacceptable and needs to be addressed as part of creating a safe school but it would not be considered bullying if any one or more of the following three features were present:
It occurred only once and was not part of a repeated pattern
It genuinely was not intended to offend, demean, annoy alarm or abuse
It was not directed towards the same person(s) each time

**Cyber Harassment**
A single episode of aggression (e.g. an insult, threat, nasty denigrating comment) against a specific student carried out through internet or mobile phone technologies.

**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 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

**Reporting**

For any person being bullied or harassed or 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 you have already tried to do to stop it from happening.
A friend may come with you when reporting. We recommend that students record their problems on an incident form when informing senior staff. This way we can keep a track of any ongoing problems or patterns of bullying or harassment.
When to report

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

- 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 the school year with a focus week on school values, and processes and policies that keep everyone safe.
- Providing professional learning for staff in collaboration with local agencies

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

- 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.
- We will put logical consequences in place for the person who has been bullying others. This may include detention, 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.