If you are being bullied or harassed:

1. Ignore and walk away.

IF IT DOESN'T STOP:
2. CONFRONT THE PERSON WHO IS HARASSING YOU:
   - Stand up for yourself.
   - Tell them you don't like whatever it is they are doing and that you want it to STOP.
   - Tell them they are breaking the school rules.
   - Take a friend with you.

3. SEEK HELP
   - Go to any teacher and tell them what is happening. Tell them everything.
   - A teacher is always available at lunchtimes to talk to students.
   - Decide with them what you will do and see if it works.
   - Always let your parents know what is going on. Make sure you tell the whole story.

4. SEEK MORE HELP
   - Go to the Principal or Deputy Principal.
   - Talk about the problem.
   - Your actions will be recorded on the computer.
   - Further strategies will be put in place.
   - The Principal/Deputy Principal will decide what action to take e.g. notifying parents, restorative chat etc.

BULLYING AND HARASSMENT IS SERIOUS

Consequences
- We will put negotiated consequences in place for the person who has been bullying others. These may include time out, exclusion from the yard for a length of time or even suspension.
- We will use restorative practices to repair and restore the relationship between the victim and the bully or harasser.
- Internet rights could be removed in cases of cyber bullying or harassment. Some cases may be referred on to the police to investigate.

At Tea Tree Gully Primary School we believe that we all have a right to feel safe and to be treated with respect. We should respect ourselves and the rights of others.

Having students accept responsibility not only for their own lives but also for the type of school community in which they live is not an easy goal but at Tea Tree Gully Primary School we feel it is a meaningful and worthwhile aspiration.
Prevention Strategy

- Using the curriculum to teach students about respectful relationships, school values, Program Achieve.
- Teaching the Child Protection Curriculum

Intervention Strategy

- Counselling students who have been bullied.
- Whole school focus on Restorative practices.
- Using the steps in this brochure.

Post Intervention Strategies

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.

Bullying and Harassment is Wrong

Bullying is when a child 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. They may hurt the child physically.

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 children have a once off 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; 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. It may be directed randomly or towards the same person. It may be intentional or unintentional.

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:

1. It occurred only once and was not part of a repeated pattern.
2. It genuinely was not intended to offend, demean, annoy, alarm or abuse.
3. It was not directed towards the same person(s) each time.

Cyber Bullying / Harassment

Is a single episode or series of episodes of aggression (e.g. an insult, threat, nasty denigrating comment, spreading rumours) against a specific student carried out through internet or mobile phone technologies. It usually takes place through social media (e.g. facebook, snapchat, twitter etc.).

You can be kind and thoughtful and respect others by:

- Greeting people with a smile.
- Saying thoughtful things to others.
- Including people in games and activities.
- Being aware of how your behaviour affects others.
- Changing your behaviour when it is upsetting someone.
- Getting to know new people and making them feel welcome.

Restorative Practices

We use Restorative practices at our school as a proactive measure. The term ‘restorative’ is used to stress that when a student misbehaves, restoring relationships, repairing harm and learning perspective-taking and social responsibility is more important and effective than simply delivering punishment for their misbehaviour.