

What is harassment?

Harassment can be:

Physical:

- pushing, hitting, tripping, kicking.
- taking others' belongings.
- touching or grabbing in an unwelcome way.

Verbal:

- spreading rumours, teasing, name calling, threatening.
- making fun of people's abilities, weaknesses or achievements.
- making fun of people's skin colour, physical features, race, religion or accent.
- comments that are unnecessary.
- teasing about parts of the body.

Cyber:

- emails, texting, phone calls, using social media sites or photos used to tease or intimidate.
- deliberate exclusion from activities and friendship groups.

Indirect

- spreading rumours, nasty looks and gestures.
- written threats either direct or using a false identity.

What can students do?

If you are being bullied:

- ask the student to stop what they are doing.

If that doesn't work:

- talk to your teacher, or any teacher who you feel comfortable talking to.
- talk to your parents.
- keep reporting the harassment as often as it continues.
- ring Kids Helpline 1800 551 800 or visit their website: www.kidshelp.com.au.

If you're a bully:

- put yourself in the position of the other person.
- ask yourself this question: "What does it feel like to be bullied?"
- talk to a teacher or trusted adult - they may help you change your behaviour.

Bystanders are students too.

If you're a bystander you can:

- tell the bully to stop.
- get an adult to help.
- tell a teacher what you saw.
- stand up for what is right and not be part of the bystander group.

Have your say:

- bring up the issues at SRC or class meetings.

Policy Principles

- At Penola Primary School we believe that all students have the right to feel safe and learn in an environment free from harassment.
- People learn best when they feel good about themselves and experience success.
- People at times feel angry, frustrated and upset and need to express these feelings appropriately.
- When solving a problem we will not hurt, punish or put anyone down.

What can parents do?

Get the full story - find out exactly what happened.

Assure your child that they have done the right thing in reporting the harassment.

Do not speak directly to the bullies or their parents.

Try and support rather than rescue your child, empower them to handle it themselves and support them to report the issue to a staff member or Principal.

Model appropriate behaviour in your own relationships with others and with school staff.

Refer to the school's *grievance procedure* and *Parent Complaint Policy* for further advice. (All available online)

Help your child see the bigger picture:

- Why the bully is behaving this way.
- Recognise the bully's own pain.

Help your child to be assertive and encourage them to:

- tell the bully to stop what they are doing.
- tell the bully how they feel.
- tell the bully that what they said was either not true or inappropriate.

With your child, check the website:

www.bullyingnoway.com.au

What will the school do?

All incidents of bullying and harassment which are reported to the school will be addressed.

Actions may include:

- Speaking with all students involved, including the bystanders
- Letting parents know
- Interview with the Principal or Coordinators
- Listening to the victim and their ideas of outcomes
- Conferences with bully and victim
- Follow-up by school if required

Consequences for bullying

Ongoing behaviour will result in consequences which could include:

- Time out or suspension
- Counselling
- Documentation for files
- Interview with student and parents

School Contact People for Concerns, Questions or Support

Your child's teacher

Principal: Mr Paul Harmer

School Management Coordinator: Mr Tony O'Connell

School Phone: 8737 2300

Principal's E-mail: paul.harmer@penolaps.sa.edu.au

Website: www.penolaps.sa.edu.au

Limestone Coast Regional Office: 8724 5300

Penola Primary School

ANTI BULLYING POLICY



Respect and Responsibility

PENOLA PRIMARY SCHOOL
RIDDOCH STREET
PENOLA SA 5277
08 8737 2300

With assistance from Penola High School
Anti-Harassment Policy



Government of South Australia
Department for Education and
Child Development