



Anti-Bullying and Harassment Policy

Rationale:

Bullying interferes with everyone's right to feel secure and learn. Bullying can have long term effects on those involved including bystanders. At Morphett Vale everyone has the right to be free of Bullying or Harassment and the responsibility to ensure this happens.

Rights

- To feel safe
- To learn / teach
- To feel respected and valued
- To respect yourself

Responsibilities

- To respect others
- To use common sense
- To seek support
- To support others in a safe way

Policy Objectives

- Minimise bullying behaviours in our school
- Help people deal with bullying
- Help students and others understand the different types of bullying, it's serious nature, it's affects and the difference between aggressive and assertive behaviour
- Support bullies in identifying and changing inappropriate behaviours

Definitions

Conflicts or fights between equals or one off incidences are not considered bullying.

Bullying is repeated verbal, physical or social behaviour that is harmful or involves the misuse of power by an individual or group towards one or more people. It involves an intent to cause fear, distress or harm to another who is seen as less powerful and unable to effectively resist.

Cyber Bullying uses e-technology as a means of victimising others. It is the intentional use of email, chat rooms, discussion groups, instant messaging, webpages or SMS (text messaging) to harm another person.



Anti-Bullying and Harassment Policy

Harassment is behaviour that targets an individual or group due to their identity, race culture, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age or ability and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be a single act or an ongoing pattern.

Violence is the intentional use of physical force or power, threatened or actual, against another person/s.

Sexual Harassment is unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated.

School related bullying can include:

teasing, hair pulling, gossiping, threatening, stealing, pushing, hitting, isolating or intimidating through insults, gestures and sexist, racist, homophobic or other remarks.

Examples of bullying are:

- Being left out of games or conversations often
- Being repeatedly hit or kicked
- Spreading rumours
- Making jokes at someone else's expense
- Having your lunch money taken away often
- Being bullied by mobile phones texts or through chat rooms or e-mail on the Internet

The Responsibilities of Students:

- Treat others how you would want to be treated
- Live our school values of Respect, Caring, Honesty and Responsibility
- Participate in sessions regarding the school's Anti-Bullying and Harassment Policy, the Keeping Safe Child Protection Curriculum and sessions regarding behavioural expectations



Anti-Bullying and Harassment Policy

- Communicate with an appropriate adult if bullied or harassed or if they are aware someone else is being bullied or harassed
- Learn to be an effective bystander

If students are bullied they should;

- Remember you will be supported and that the bully is at fault
- If you feel safe to do so, tell the bully exactly what you want them to stop and that you will seek help if it does not
- Go to a safe place
- Seek help and share your feelings
- Do not become a bully yourself and retaliate physically or verbally

If students see bullying they should;

- Ask the person to stop if they feel safe to do so
- Be a friend to the person being bullied
- Seek help
- Remove yourself from where the bullying is happening (not become a bystander)
- Show that you and your friends disapprove of bullying behaviour

Children who witness bullying are explicitly instructed to tell a teacher or other adult as soon as possible.

The Responsibilities of Staff:

- Develop and foster positive relationships with students and families
- Communicate and engage effectively with students in cooperative problem-solving to address issues of bullying
- Critically reflect on practices and develop the knowledge and skills needed to manage bullying incidences successfully



Anti-Bullying and Harassment Policy

- Explicitly teach the rights and responsibilities of students as outlined in this policy and the Child Protection Curriculum
- Teach the skills, strategies and language for students to successfully manage in a variety of social and learning situations
- Participate in Training and Development related to decreasing bullying
- Support students to be effective bystanders in preventing bullying

The Responsibilities of Parents:

- Keep the school informed of concerns about behaviour, their child's health or other matters of relevance
- Communicate in a respectful manner with school staff about concerns soon after they arise
- Promote students' sense of concern and responsibility
- Provide positive role models
- Understand all children need support to deal with managing conflict and social situations

Leaders will:

- Develop and review with staff and community the school's anti-bullying policy
- Model and positively reinforce effective behaviour to reduce and respond to bullying and harassment
- Collect information regarding incidences for review ie through data and surveys
- Keep the Governing Council informed of bullying data and trends and anti-bullying programs / initiatives
- Include information in this policy as a part of staff / student induction
- Manage all incidences in accordance with the DfE School Discipline Policy
- Provide relevant Training and Development for staff
- Ensure parents can access this policy



Anti-Bullying and Harassment Policy

- Ensure the Keeping Safe Child Protection Curriculum is effectively implemented across all year levels

To be reviewed 2021