



## Tanunda Primary School

# Bullying & Harassment Policy

### Harassment and Bullying

There is a strong commitment to the school community that bullying and harassment will not be tolerated at Tanunda Primary School & Disability Unit. Staff will challenge any action that undermines a person's right to feel safe, respected and to learn.

Bullying and harassment are defined as follows:

**Bullying** is when there is an inappropriate use of power. When a person or a group of people hurts (emotionally/physically) or frightens another person deliberately and repeatedly. Staff refer to this behaviour as "mean on purpose".

**Harassment** is unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. It is usually one isolated incident.

**Repeated, ongoing harassment by a person can be defined as bullying.**

### Types of bullying

	<b>Direct</b>	<b>Indirect</b>
<b>Physical</b>	<ul style="list-style-type: none"><li>Hitting, slapping, punching, kicking etc</li><li>Throwing objects</li></ul>	<ul style="list-style-type: none"><li>Getting another person to harm someone</li></ul>
<b>Non-Physical</b>	<ul style="list-style-type: none"><li>Mean and hurtful name calling</li><li>Hurtful teasing</li><li>Demanding money or possessions</li><li>Forcing another to do something inappropriate or illegal</li></ul>	<ul style="list-style-type: none"><li>Spreading hurtful rumours (talking or via technology)</li><li>Trying to get other students to not like someone</li></ul>
<b>Non-Verbal</b>	<ul style="list-style-type: none"><li>Threatening and/or obscene gestures</li></ul>	<ul style="list-style-type: none"><li>Deliberate exclusion from a group or activity</li><li>Removing and hiding and/or damaging others' belongings</li></ul>

### School response to harassment and bullying

All Tanunda Primary School staff will

- be models of respectful, caring and tolerant behaviour
- listen to reports of bullying and act upon them
- use restorative practices to talk through issues with students, with the aim of improving relationships and restoring a safe environment for everyone involved
- protect the person being bullied from further harm
- act to stop the behaviour recurring
- record identified bullying incidents
- communicate with parents/caregivers about the situation and the steps taken



Each incident of harassment or bullying is different. Staff use their professional judgement in consultation with school leadership and school policies in dealing appropriately and fairly with each incident.

Students exhibiting bullying behaviours will be supported to develop self-control, restore relationships and maintain positive interactions. They will be monitored by teaching staff to support and enhance the well-being of themselves and others.

Students who are bullied need to

- communicate the behaviour to a staff member, a student of trust or a parent, giving details of the event/s.

Student witnesses to bullying should

- intervene if they are able to
- seek staff assistance

Parents and community members should

- listen to reports of bullying
- speak to the class teacher (not the alleged student/s concerned or their family) if the bullying is happening at school and work with the school in seeking a permanent solution

Parent and community member witnesses to bullying should

- be limited to verbal intervention if appropriate
- seek staff assistance
- document the incident if requested

All parties (students, staff, parents and community members) are expected to treat each other with respect and dignity and ensure the confidentiality of any issues that may arise.

Students are encouraged to have a strong voice and will be supported in line with the TPS Whole School Well-Being Agreement.

This policy will be reviewed as part of the school's three-year review cycle.

**Principal:** Michelle Barnes

**Chairperson Governing Council:** Sonya Carmody

**Date:** 5<sup>th</sup> December 2018

**Review Date:** 5<sup>th</sup> December 2021