



# WAIKERIE PRIMARY SCHOOL

## ANTI-BULLYING AND HARASSMENT POLICY

Our school values of respect, responsibility, confidence, honesty, persistence and care help us to build a school community in which everyone feels safe and valued.

### STATEMENT OF PURPOSE

The school will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying (including cyber bullying), harassment and violence are not acceptable in this school and will be addressed seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

**Our school does not tolerate bullying, harassment or violence.**

### DEFINITIONS

#### Bullying

- Bullying is repeated verbal, physical, social or psychological behaviour
- It is harmful and involves the abuse of power by individuals or group towards one or more persons
- Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones
- Conflict or fights between equals and single incidents are not defined as bullying. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

#### Harassment

Harassment is behaviour that targets an individual or group due to their

- religion
- gender
- age
- physical characteristics
- sexual orientation
- ability or disability
- marital, parenting or economic status
- identity, race, culture or ethnic origin

#### 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. The terms harassment and bullying are often used interchangeably. Harassment however, involves the targeting of an individual due to him/her belonging to a particular social group. It is also helpful to know the following definitions:

#### Discrimination

Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection, and may be subject to investigation under the Equal Opportunity Act 1984.

## Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time. This may constitute an assault, which is a police matter.

## Cyber-bullying

Cyber bullying is when e-technology is used to victimise others. It is the use of an internet service or mobile technologies—such as e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging)—with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.

## Sexual harassment

Unwelcome sexual conduct which makes a person (male or female, of the same or opposite gender, same-sex attracted, bisexual or transgender) feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances. Sexual harassment can be a single incident, repeated or continuous, direct or indirect, and take various forms. Sexual harassment is a legally recognised form of sex discrimination. Behaviour of a sexual nature based on mutual attraction, friendship and respect, which is welcome or invited, consensual and reciprocal, does not constitute sexual harassment

## EXAMPLES OF BULLYING

Physical	hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property
Verbal or written	spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours
Cyber	using e-mail, voice and text messaging, social networking sites, photographic and video images
Graffiti	using pictures, tags or words
Social or Psychological	forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

**Standing by and watching someone being bullied helps the bully hurt another person or group. It is not tolerated at WPS. It is everyone's responsibility to stop bullying.**

## OUR PROTECTION AND PREVENTION STRATEGIES

- Buddy Classes encourage primary and junior primary/early years classes to work together
- The *Kids Matter framework* ensures a whole-school focus on student mental health
- Parent, staff and student surveys are conducted once a year
- The *Child Protection Curriculum* ensures a whole-school focus on students 'keeping safe'
- The *Wheel of Choice* and restorative justice practices are referred to
- Restorative justice techniques are taught so students can empathise with others and 'fix' issues
- Audits are undertaken twice per year and followed up by the Student Wellbeing Leader
- The Governing Council is kept up to date on bullying and behaviour management issues
- The *National Safe School's Framework* underpins our daily operations.