



# ANTI—BULLYING POLICY

Bullying, harassment and violence are hurtful and destructive. Physical bullying *can be seen*. Cyber bullying happens *behind the screens*. Bullying, harassment and violence continue to be issues of concern for students and their parents/guardians.

Bullying, including cyber bullying and harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

**At South Downs PS we will work with the school community and other services and agencies to support our students in being responsible and productive members of this community.**

Below are the National and DECD definitions in regards to bullying, discrimination, harassment, violence, cyber-bullying and sexual harassment.

## Bullying

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies. Conflict or fights between equals and single incidents are not regarded as bullying. Bullying in 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 identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or 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.

## 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: forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

***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.***

SDPS SCHOOL VALUES  
RESPECT                      UNITY  
RESPONSIBILITY              SELF-DISCIPLINE





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## 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.

## Cyberbullying

Cyber-bullying definition developed by the SA Coalition Cyber-bullying is bullying which uses e-technology as a means of victimising 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.

## 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; and/or ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.



## SDPS SCHOOL VALUES

RESPECT  
RESPONSIBILITY

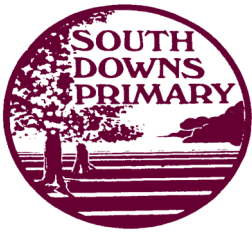
UNITY  
SELF-DISCIPLINE

## Sexual Harassment

DECD sexual harassment definition. Sexual harassment is 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.

## Examples of sexual harassment

- Unwelcome touching, hugging, kissing, brushing up against a person, staring or leering
- Suggestive comments or jokes; sexually explicit pictures, screen savers, posters, graffiti, letters, messages, magazines or any other visual or written medium
- Unwelcome invitations to go out on dates
- Requests for sex
- Inappropriate and intrusive personal questions about a person's private life or his/her body
- Insults, taunts, teasing or name calling of a sexual nature; or sexually explicit conversation
- Accessing sexually explicit internet sites
- Offensive telephone calls, letters, e-mails or mobile phone text messages
- Posting filmed or photographed images or comments on social networking sites
- Behaviour that may constitute a criminal offence under criminal law and reportable to the police, such as physical or indecent assault, stalking, obscene communications, and sexual assault.



# ANTI—BULLYING POLICY

## REPORTING BULLYING

If you are being bullied or you know someone who is being bullied, please report it. If we work together we can stamp out bullying.

### WHO DO I REPORT TO?

- The duty teacher or any teacher you can find.
- Your class teacher
- Go to the office
- Tell your parents what's happening
- Tell your friends—they will support you

### WHAT DO I NEED TO SAY?

- Tell where it's happening
- Who is involved
- If it has happened before, what strategies have you utilised—say "I have tried...."

### WHEN DO I REPORT?

- As soon as you can once it has happened. **DO NOT IGNORE IT**—bullying tends to continue and escalate.

Students at SDPS are encouraged to report any incidents of distressing and hurtful behaviour as soon as they occur.

- Each case will be treated individually & confidentially.
- Consequences will be in line with the school discipline policy and natural justice
- Consequences may include time out, restricted play or suspension.
- Parents will be contacted in writing by the school where it is deemed that their child has been involved in bullying and invited to the school to discuss the issues further.
- Victims will be counselled and provided with and encouraged to use strategies when confronted with bullying situations and to report as soon as possible if the bullying has not stopped.
- Bullies will also be counselled and provided with strategies to positively engage with their peers in more appropriate ways.

What can you as a student, parent and teacher do:

### Teachers will....

- act as role models of caring and supportive behaviour
- listen and act upon reports of bullying
- protect the victim from further harm where possible
- record incidents of bullying and harassment.
- Inform leadership of concerns

### The student who is bullied will...

- speak to someone about it and give them the details of the event
- persist until something positive happens.

### Students who witness will...

- intervene in a safe way
- REPORT immediately.

### Parents will...

- listen and report accounts of bullying to the school
- work with the school to seek permanent change.

### Not all distressing or hurtful behaviour is bullying a single incident of malicious or aggressive behaviour

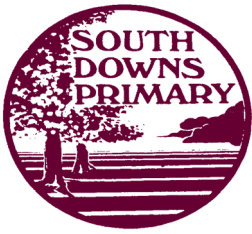
Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.

#### dislike

Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.

#### conflict

Arguments can be distressing but it is not bullying when two people are both upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of the school's behaviour management processes.



# ANTI—BULLYING POLICY

No matter how aware we try to be, there are times when we simply do not know that bullying is occurring in our classrooms or school yard. If you are aware that your child (or another for that matter) is being bullied, we would appreciate your information so that we can take appropriate steps.

## What we do at South Downs to reduce and prevent bullying.

### Prevention strategies include:

- Through Positive Behaviour Learning (PBL) approaches students at SDPS are taught explicitly what is expected of them in terms of behaviour
- SDPS is a Circle Solutions Network School. Circle Times run in every class on a regular basis and allow students and teacher's to develop positive relationships with each other and promote connectedness to the school community
- All children are taught strategies to manage their feelings and positive conflict resolution
- All classes will be involved in Anti—Bullying Circle Time Session run by the School Counsellor. These sessions will seek to provide students with the skills to recognise what bullying is, how to report, bystander responsibilities, responding to bullies etc
- Providing professional development to staff with a focus upon the National Safe Schools Framework, DECD Safer Schools document
- Delivery of the DECD Child Protection Curriculum
- Encouraging positive interactions between year levels eg buddy class & peer programs
- Targeting particular children and supporting them with anger management, problem solving etc
- Maintaining vigilance in the yard and classroom
- Reviewing behaviour management strategies regularly
- Teaching about diversity, values strong focus on school values and these are embedded into every classroom and students are conversant with these
- Conducting an online annual anti—bullying survey with all students
- Maintaining records of behaviour incidents and analysing these for patterns of behaviour that may constitute bullying
- Teaching about bystanders ensuring all students are explicitly taught about their responsibilities in relation to witnessing bullying and the roles played in bullying situations

### Intervention strategies:

- Counselling/talking with students
- Talking with parents
- Clear, appropriate and fair consequences in line with natural justice
- Ensuring that all the school community know and follow the school expectations and guidelines in relation to bullying
- Maintaining vigilance in the yard and classroom ensuring staff are aware of possible offenders
- Providing students with the skills to explicitly state/ articulate when reporting an incident to a teacher / adult the behaviours etc





### Post intervention strategies:

- Monitoring the situation and maintaining safety for all, meeting with student's who have been the recipients of bullying and monitoring that the bullying has stopped and also meeting with the identified bully
- Continued review of behaviour management processes / procedures both in the class and the yard
- Continue training, updating skills and resources of staff and students
- Identifying and addressing hotspots in the yard
- Use of restorative justice practises where appropriate to empower recipients of bullying

**NEED MORE INFORMATION?**

DECD Parent Helpline: 1800 222 696  
 Kids Helpline: 1800 551 800

### SDPS SCHOOL VALUES

<p><b>RESPECT</b></p> <p>We show respect by speaking and acting with courtesy. We treat others with dignity and honour the rules of our family, school and nation. Respect yourself, and others will respect you.</p> 	<p><b>RESPONSIBILITY</b></p> <p>Being responsible means others can trust you to do things with excellence. You accept accountability for your actions. When you make a mistake, you offer amends instead of excuses. Responsibility is the ability to respond ably and to make smart choices.</p> 
<p><b>SELF DISCIPLINE</b></p> <p>Self-discipline means self-control. It is doing what you really want to do, rather than being tossed around by your feelings like a leaf in the wind. You act instead of react. You get thing done in an orderly and efficient way. With self-discipline, you take charge of yourself.</p> 	<p><b>UNITY</b></p> <p>Unity helps us work and live together peacefully. We feel connected with each other and all living things. We value the specialness of each person as a gift, not as a reason to fight or be scared. With unity we accomplish more together than any of one of us could alone.</p> 

**WEBSITES:**

Bullying & Harassment: Advice for Parents and Caregivers  
<http://www.decd.sa.gov.au/speced2/pages/bullying/schoolresource/>  
[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)  
[www.antibullying.net](http://www.antibullying.net)  
<http://www.cybersmart.gov.au/>

Bullying NO Way iPhone App:  
<http://itunes.apple.com/au/app/take-a-stand/>