

LINUWEL ANTI-BULLYING & ANTI-HARASSMENT STATEMENT & GUIDELINES

INTRODUCTION

All members of the school community have the right to a learning and work environment free from intimidation, humiliation and hurt. Bullying and harassment are unacceptable and we [students, staff and parents/carers] all share a responsibility for preventing both and fostering, promoting, and restoring right relationships. The essence of this document is taught to all students in an age-appropriate manner.

DEFINITIONS

Harassment can include:

- derogatory, offensive, abusive or suggestive comments;
- offensive jokes;
- the malicious spreading of rumours;
- a pattern of deliberately ignoring or excluding a person;
- offensive material that is displayed in a public place.

Bullying

- is deliberate and often repeated;
- intends to cause fear, distress, hurt or harm to another;
- is action by a more powerful individual or group over a less powerful individual or group.

Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others etc;
- **Verbal** - teasing, using offensive names, ridiculing, threatening, spreading rumours etc;
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures etc;
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone etc;
- **Extortion** - threatening to take someone's possessions, food or money etc;
- **Property** - stealing, hiding, damaging or destroying property etc;
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page etc.

PREVENTION

Prevention strategies through education that involve the whole school community are more likely to reduce bullying and harassment.

They include:

- Explicit teaching of positive behaviours addressing positive relationships, conflict resolution including Restorative Practice, resilience, bystander action. (Age appropriate)
- Positive acknowledgement of behaviours that promote and restore right

relationships.

- Vigilant classroom, playground and transition supervision.

RESPONSE TO BULLYING AND HARASSMENT BEHAVIOUR

Bullying and harassment are zero tolerance behaviours.

Any reports of bullying/harassment will be investigated and dealt with according to the school's behaviour policy and the Positive Behaviour Support Guidelines.

Students are encouraged to:

- *report the bullying/harassment incident to a teacher as soon as possible;*
- *students may also contact Kids Helpline to receive free confidential online (<http://kidshelpline.com.au/>) and phone (1800 55 1800) counselling 24 hrs/7 days a week.*

All staff are expected to:

- *take some positive action in the form of Restorative Practice to stop the bullying/harassment when they observe an incident; and report the incident to the class teacher.*

Class Teacher(s)

- *will follow the Positive Behaviour Support Guidelines starting at Tier 2 if appropriate, with a focus on the safety of individuals;*
- *Class Teacher(s) will provide support for the recipient of the bullying/harassment.*

Parents/Carers are encouraged to:

- *listen to their child and encourage their child to speak to their Class Teacher;*
- *contact the Class Teacher if they have a concern;*
- *parents may also contact Parentline NSW to receive free confidential online (<http://www.parentline.org.au/>) and phone (1300 1300 52) counselling 7 days a week.*

Students/ Staff / Parents/Carers may:

- *in instances where significant assault is involved, or external support is needed, contact the local Police Schools Liaison Officer through the Maitland Police Station (02 4934 0200);*
- *in circumstances involving cyberbullying contact the Office of the Children's eSafety Commissioner at www.esafety.gov.au.*