



Bullying and Harassment Policy and Procedure

Tintinara Area School is a school which is committed to working together to achieve success. Our core attitudes are collaboration, supportiveness and aiming for excellence. We see mistakes as things we can learn from, and encourage each other to try new things and take appropriate risks in our learning. In order for this to occur, our school community must be safe, supportive, encouraging and free from harassment and bullying. This holds true for all relationships, regardless of the combination of students, parents, staff or other community members who are involved.

Bullying and harassment are not acceptable in our community. Not only are they against our expectations that we will support each other – they are also against the law.

Tintinara Area School includes a range of programs within our curriculum that focus on respectful and safe relationships. All members of our community have a role to play as we work together to stop bullying behaviour. The important role that bystanders can have is recognised by building the responsibility and capacity of everyone in the school community (students, staff and parents) to respond to bullying behaviour. We will empower people to not remain silent and to 'stick up' for others, as well as challenge prejudice and 'put-down' attitudes.

Staff, students and families at Tintinara Area School work in partnership to acknowledge responsible, positive behaviour on a whole school, classroom and individual basis. This may include stickers, stamps, certificates, verbal encouragement, smiles, handshakes, acknowledgement in class and school newsletters, recognition at assemblies, negotiated choice of activities and recognition from other staff members, students and parents.

At Tintinara Area School behaviour management strategies are implemented in a way which helps students to accept responsibility for their own behavioural decisions using the restorative practices model. We also explicitly teach students how to monitor and control their emotions and behaviour using a "5 Step" model."

Bullying

Bullying is repeated verbal, physical, social or psychological 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 such as mobile phones, Facebook or other internet sites. Tintinara Area School will apply a range of disciplinary procedures (including suspension where appropriate) for out of hours activities (such as cyber bullying) where that activity directly impacts on the wellbeing or safety of a student or staff member.

Conflict or fights between people of equal status or power, or single incidents or events, are not defined as bullying.

Bullying of any form or for any reason can have long term effects on all 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; ability or disability, and that offends, humiliates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person. It may be intentional or unintentional, ie. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

What can bullying and harassment look like?

Sexual	Racist	Cyber	Bullying
<ul style="list-style-type: none"> • Unwanted touching or deliberate brushing against someone • Calling you by rude names, ridiculing, leering, wolf whistling or making sexual comments • Commenting on the size or shape of your body • Pestering you to go out with them or persistently making unwelcome requests for sexual favours • Telling you offensive jokes or making suggestive comments or rude gestures 	<ul style="list-style-type: none"> • Put-down remarks about your physical appearance or your culture • Teasing and name calling. • Making fun of your accent. • Threatening to hurt you because of your background • Hurting you because of your background • Taking or damaging your property • Making racist "jokes" or writing racist graffiti • Using racially derogatory language 	<ul style="list-style-type: none"> • Using technology as a means of victimising others • Posting another person's personal details or photographs online without consent • Spreading rumours, calling people names online or via phone • Prank phone calls • Setting up someone for ridicule or harassment by others • The taking of or passing on of video or photographic images of another person • Vandalising images and walls on social networking sites • Using email, voice or text messages to threaten or abuse 	<ul style="list-style-type: none"> • Calling you names, teasing, or putting you down • Threatening you • Getting together in a group to frighten or intimidate you • Hiding or destroying your property • Hitting, punching or pushing you • Writing rude, unpleasant or threatening notes about you • Annoying you (and your parents/ caregivers) by making nasty phone calls • Demanding money or possessions • Deliberate exclusion from a group • Staring, glaring or stalking • Stealing, damaging or hiding your belongings

What kind of impact can bullying have?

- Not wanting to come to school
- Anxiety, fear and over-reaction
- Low self-esteem; negative self-talk
- Lower interest and performance in school
- Injuries, bruising, broken things
- Unhappiness, irritability
- Little interest in previous hobbies or activities
- Trouble sleeping, nightmares, bedwetting
- Expressing threats to hurt self or others
- Vague reports of headache or stomach ache.

How Can You Help?

As parents you can:

- Be aware of signs of distress in your child.
- Encourage and assist your child to discuss the problem with a teacher.
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies they can use.
- Be positive about your child's qualities and encourage your child to be tolerant and caring.

As Staff we will:

- Adopt positive classroom management strategies and incorporate anti-bullying learning in our curriculum.
- Provide positive role models for students.
- Actively counteract bullying behaviour.
- Respond appropriately to any reported incident of bullying.



Bullying and Harassment Protocol Flowchart

