



## Anti-Bullying / Harassment Policy

### Underlying Principles

Agreed statement on what harassment and bullying are:

Bullying is when a person or group of people repeatedly acts in ways that deliberately cause hurt, fear or embarrassment to another person, even though they have been asked to stop.

Bullying and harassment are considered synonymous.

It can take the following forms:

- Verbal bullying: name calling, put downs, rumours about the child or their family, belittling others abilities and achievements, degrading comments about student's cultural, religious or social background, ridiculing appearance
- Physical bullying: striking, kicking, spitting, damaging, hiding or taking belongings, practical jokes
- Gestural bullying: rude gestures and sexual inappropriateness
- Relational bullying: deliberate and repeated social exclusion, reputation damage by the spreading of rumours or innuendo, offensive notes or graffiti, forcing others to act against their will SMS/email/phone bullying
- Intellectual bullying: put downs due to being good at school work or having problems with school work
- Cyber Bullying

Bullying is not one-off acts of :

- aggression
- nastiness
- conflict
- simple social rejection
- assertive behaviour

Children at Immanuel Gawler shall be supported in their growth and development feeling safe from being harassed or bullied by programs at the school and classroom level.

Children at Immanuel Gawler will be supported in their growth and development by learning to identify the characteristics of bullies and identify ways to change behaviours.

### Aims of our Student Anti-Bullying & Harassment Policy

- to reinforce that no form of bullying and harassment are acceptable.
- to provide a safe, secure learning environment for all.
- to raise awareness of the issues involved in bullying and harassment and provide information to students, staff and parents.
- to ensure that all reported incidents of bullying and harassment are followed up and that support is given to both the victim and the perpetrator.



- to identify what the school will do to discourage bullying and harassment.
- to impart information, skills and strategies to students, staff and parents.

## Policy

At Immanuel Gawler when a report of bullying occurs :

The information given in the report is to be:

- **Investigated** – (by the class teacher in the first instance, then by school administration if necessary)
- **Recorded** – (the school will keep appropriate records of behaviour management issues)
- **Communicated** – (to appropriate school staff, parents of the recipient and usually parents of the child inflicting the harassment)
- **Acted upon** – (a course of intervention that brings about accountability for behavior, especially of the child causing the harassment)
- **Monitored**– (the situation is to be monitored until such time as there is strong confidence that the matter is resolved.)

Note: should the harassment continue after reasonable efforts of intervention, the child causing the harassment may need to be isolated from the recipient through a range of measures that may include suspension or expulsion.

## Relevant Legislation, Standards and Frameworks

Education and Early Childhood Services (Registration and Standards) Act 2011  
<http://www.legislation.sa.gov.au>

Children's Protection Act 1993  
<http://www.legislation.sa.gov.au>

DECD Protective Practices for Staff in their Interactions with Children  
<http://www.decs.sa.gov.au/docs/documents>

National Safe Schools Framework, Safe Schools (Australian Government) website  
<http://www.deewr.gov.au/Schooling/NationalSafeSchools/Pages/overview.aspx>