

## WHAT DOES THE SCHOOL DO ABOUT BULLYING?

### Promoting Positive Behaviours

At Glenburnie Primary School we aim to promote positive behaviours around the issues of bullying and harassment in a number of ways including:

Students are taught how to handle bullying and what to do about it, through social skills programs and a setting up for success program at the start of each year.

Teaching students how to be confident and to cooperate and get along with others.

Encouraging students to bounce back and be resilient.

Listening to and supporting the person who has been bullied.

Teaching them ways to keep themselves safe.

Working with the student who has bullied and getting them to think about the consequences of their actions.

Giving consequences to students who bully others. These consequences include time out, restricted play, take home or suspension.

Promotion of the 'Bullying No Way!' website.

Talking with parents of students who bully and who are bullied.

### Responses To Bullying

We use the 'Restorative Practise' approach to deal with incidents of bullying. Restorative Practise creates opportunities for those involved in a conflict to work together to understand, clarify and resolve the situation and work together towards repairing the harm caused.

**This process occurs on the first occasion. Continued incidents will result in referral to the principal for the possible application of behaviour management consequences.**

### KIDS HELP LINE

FREE CALL: 1800 55 1800

24 HOUR TELEPHONE AND ONLINE COUNSELLING FOR YOUNG PEOPLE

[www.kidshelpline.com.au](http://www.kidshelpline.com.au)

NETALERT Helpline 1800 880 176

NETALERT is part of the Australian Government's on-going commitment to providing a safe online environment for all families, especially children.

[www.netalert.com.au](http://www.netalert.com.au)

BULLYING NO WAY!

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

### Grievance Procedure

If you are unhappy with the outcome of an incident please refer to and work through the Glenburnie Primary School Grievance Procedure.

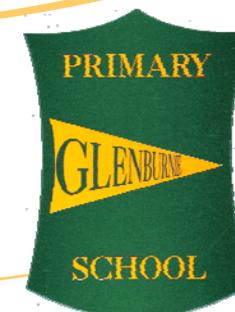
*Copies of these are available from the front office.*

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GLENBURNIE  
PRIMARY SCHOOL



OUR VALUES

*Respect, Learning,  
Sense of Community and  
Healthy Living*

At Glenburnie Primary School we share a commitment to pursue personal excellence.

**Our vision is for a school where we:**

- have a co-operative, caring, non threatening and safe environment
- have curriculum which is relevant, challenging, varied, success orientated and adequately resourced
- encourage parents to actively support their children
- have motivated, responsible and confident learners who respect each other
- have a very positive public image and continued strong community support
- cater for the individual needs of all children
- provide high quality teaching

BULLYING POLICY

## WHAT IS 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.

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.

## WHAT IS HARRASMENT?

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, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act.

## WHAT IS 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.

## WHAT IS 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.

## EXAMPLES OF BULLYING AND HARASSMENT?

- **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.
- **Sexual:** inappropriate touching and / or actions. Inappropriate suggestions, conversations and / or comments. Abuse, comments, including name calling that suggests something about a person's sexuality or sexual orientation.

## EFFECTS OF BULLYING AND HARASSMENT?

When people are bullied or harassed they may feel angry, embarrassed, frightened, humiliated or uncomfortable, scared or unsafe.

Some signs that a student is being bullied or harassed may include:

- Refusal to attend school, excuses not to go
- Unexplained cuts, bruises, or scratches
- Stolen or damaged possessions/clothing
- Headaches or stomach aches
- Asking for extra pocket money or food
- Acting out, tearfulness, depression

## WHAT CAN YOU DO?

### If Bullying is happening to you or someone else:

- Tell the student who is bullying to stop. State quite clearly that the behaviour is unwelcome and offensive
- Ignore them and walk away
- Be a friend to the person being bullied
- Encourage the person being bullied to inform someone
- Seek help. Talk about it to someone you trust
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that an incident can be solved
- Talk it over openly with your parents—they can help you make a decision
- **DO NOT** retaliate with physical or verbal abuse
- If you are experiencing bullying on the way to or from school, tell your parents and walk home with a friend
- Write a description of the event and place it in the class meeting agenda or give it to the teacher

## BYSTANDER BEHAVIOUR

A bystander is someone who sees or knows about child maltreatment, harassment, aggression, violence or bullying that is happening to someone else. Supportive bystander behaviours are actions / words that are intended to support someone who is being attacked, abused or bullied. The actions of a supportive bystander can stop or diminish a specific bullying incident or help another person to recover from it.