Bullying and Harassment

Our school values are Adaptability, Responsibility, Respect, Learning and Team Work.

At O’Sullivan Beach School we believe:

Each member of our school community has the right
- To feel safe all the time.
- To be treated with respect and valued as an individual.

Definition of Bullying

Bullying is deliberate hurtful gestures, words or actions, which are repeated over time, by one or more persons. Harassment and bullying can be physical, verbal, intellectual, racial or sexual.

Types of Bullying and Harassment.

**Physical** – hitting, punching, pushing, kicking, spitting, getting a group together to frighten someone.

**Verbal** – swearing, put downs, threats, teasing, name-calling, mimicking, unkind jokes or rude remarks, body language – eye rolling, pulling faces, silent treatment.

**Intellectual** – calling names, giving someone a hard time because they may be good at work, or find their schoolwork difficult, disability. This also includes written notes, SMS and Emails to others. Non-Verbals – exclusion and isolation of others. Stand over tactics for food, money etc.

**Racial** – picking on others/making fun of others because of: Colour, origin, religion, language spoken.

**Sexual** – Unwanted touching, including brushing up to someone, name calling of a sexual nature, lifting up dresses or pulling down pants, rude signs, drawings or graffiti.

NOTE: Racial and Sexual Harassment or Bullying are against State Law, DECS Policies and Schools Behaviour Code.

We believe that it is everyone’s responsibility to act safely and treat others in the way they wish to be treated. This means that we have to think before we act. We acknowledge other people’s rights and feelings, to be free of bullying, and if bullied, to be given help and support.
Bullying is everyone’s business: everyone is affected by bullying. Everyone in the school community needs to take responsibility for making it a safe place. Bystanders have the responsibility to try and stop any form of bullying or harassment towards another person. If this doesn’t work bystanders need to report this to an adult. As a Bystander your responsibility is to seek help for someone being bullied, otherwise it is considered that they are part of the bullying. This action is to get someone out of trouble and is not seen as dobbing or getting someone into trouble.

What we will do as a School Community?

A person being Bullied can:
- Walk away and ignore.
If this doesn’t work then:
- Stand tall and look the person in the eye.
- Talk with an adult or another person about the issue.
- Tell some friends, don’t make bullying a secret, let everyone know.
- Stay calm, keep your hands loose and by your side (this shows you are relaxed and not afraid)
- Tell the person assertively what you want.
- Tell the person how you feel and then walk away.
- Respond to their comments by saying “No” or shrugging your shoulders.

If this doesn’t work then follow the School’s Grievance Procedures.

Parents Actions May Include:
- Question your own child in an open and non-judgemental way.
- Talk to your own child explaining that bullying is unacceptable and makes others feel unhappy.
- Speak to your child’s teacher explaining to them the problem/s your child is experiencing and work with them to develop ways to prevent them being bullied or to stop them bullying.
- Work with a Wellbeing Co-ordinator.
- Regularly check with your child how things are going at school.
- Work with the school to create a safe and enjoyable school environment for everyone.

Staff Actions May Include:
- Discuss the incident with the students involved.
- Contact parents of the students informing about the incident if relevant.
- Work on ongoing programs such as Program Achieve, Sullies Success Folder, Anger Management to promote success.
- Work with Wellbeing Co-ordinator.
- Discuss possible consequences with whole school community.
- Document incident/s, which may lead to suspension.
- Provide individual students opportunities to practice skills to develop empathy, respect and conflict resolution.
- Inform parents of strategies and approaches which they can use to support their child. This can be done through pamphlets, workshops and discussion.

*This Policy will be under constant review depending on the School Community’s needs.*