



PARADISE

PRIMARY SCHOOL

100 George Street, PARADISE SA 5075

Tel: (08) 8336 3155

Fax: (08) 8336 9323

Web: www.paradiser7.sa.edu.au

Email: dl.0973.info@schools.sa.edu.au

OUR COMMITMENT

Paradise Primary is committed to providing a safe and secure learning environment where all of the community (students, staff, and parents/carers) show respect for others.

Bullying and harassment impacts negatively on people making them feel unsafe and interferes with their right to learn and work in a non-threatening environment.

Bullying and harassment is **not tolerated** at Paradise Primary School

DEFINITIONS

Bullying

Bullying is **repeated** verbal, physical or social 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 and single incidents are not regarded as bullying.

Bullying in any form or for any reason can have long-term effects on 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; and/or 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 BULLYING?

- Bullying is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt, embarrassment or undue pressure.
- Bullying involves the abuse of power in relationships.
- It can be planned and organised or spontaneous.
- It can involve groups or individuals.
- Bullying can include hurting a person physical or emotionally.

Bullying behaviour can be:

- verbal e.g. name calling, teasing, threats, making fun of someone because of their appearance or cultural background,
- physical e.g. hitting, spitting, tripping, shoving, kicking, rude gestures, making people do things they do not want to do, demanding money/food,
- social or psychological e.g. ignoring, alienating, spreading rumours, dirty looks, malicious SMS and email messages.

Effects of bullying

If bullying occurs a person may feel frightened, unsafe, embarrassed, angry or unfairly treated and their work, sleep and ability to concentrate may suffer. Relationships with families and friends may be affected and the affected person may feel confused and not know what to do about the problem.

STRATEGIES TO DEAL WITH BULLYING

- Staff and students openly talk about bullying – what it is, how it affects people and what can be done about it.
- Teach children the skills which will build their self-esteem and empower them to take responsibility for themselves – and give them the opportunity to practise these skills.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

STAFF RESPONSIBILITY

be role models in word and action at all times

- Conduct lessons so that students know the difference between bullying and harassment
- Teach students how to respond and what to do if they see or are involved in bullying or harassment

- Identify and define the difference between conflict and bullying and harassment
- Teach students about diversity
- Teach students about respectful relationships
- Ensure that classroom management practices support respect for others
- Be observant of signs of distress or suspected incidents of bullying or harassment
- Deal with all reported and observed incidents of bullying and harassment as set out in this policy
- Ensure that students are supervised at all times
- During yard duty ensure that bullying and harassment do not occur by active supervision
- Arrive at class on time and move appropriately between lessons – including lessons
- Report incidents of bullying or harassment to the Principal/Deputy Principal.

RESPONSIBILITIES OF STUDENTS

- **Immediately** report (to their parent, teacher or a staff member) if they are being bullied or harassed, or if they see someone else being bullied or harassed – both at school and on the way to or from school.
- Incidents which occur at school should be reported the same day.
- **Immediately** report bullying or harassment to an adult (even if it occurs out of school hours)
- Help someone who is being bullied.
- Not to bully or harass others,
- Be positive role models
- To move on after an incident has been dealt with and not adding incidents already dealt with, eg, from last year.

RESPONSIBILITIES OF PARENTS

- Watch for signs that their child may be being bullied or harassed, e.g. unwillingness to attend school, a pattern of headaches, stomach aches, missing equipment, requests for extra money, damaged clothes or bruising.
- To speak to a staff member (classroom teacher first) at Paradise Primary School if their child is being bullied or harassed, or they suspect that this is happening.
- Strongly encourage their children to report bullying or harassment,
- Be positive role models.

REPORTING BULLYING

- Incidents of bullying or harassment should be immediately reported to a teacher and/or leadership that same day. They will be investigated, dealt with, and details will be recorded.

ACTION

- Counselling, Restorative Justice and appropriate steps taken from the Behaviour Management policy as necessary.
- Students will complete a Behaviour Form which will be sent home for discussion and parent signature.

REPEATED BULLYING

If further incidence of the bullying cycle occurs:

- teacher, in collaboration with the Principal, will conduct an interview with student and their parents/carers,
- principal will make clear consequences of repeated occurrence,
- counselling may be recommended for the student who bullies,
- further action (eg, internal/external suspension), will be at the discretion of the Principal and Deputy Principal.

FOLLOW UP

- Monitor situations between students.
- Review this policy annually.
- Audits will be conducted to review the number of incidents and reported to the Governing Council twice a year.
- Follow up with parents/students who have reported bullying or harassment.

RESOURCE

[Taking Action, Keeping Safe: a resource for student leaders to counter bullying \(PDF 476kB\)](#)