



# MANOORA PRIMARY SCHOOL

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## Bullying and Harassment Policy

We aim to establish a community in which everyone feels valued, respected and safe, and where individual differences are appreciated, understood and accepted.

Everybody has the right to enjoy their time at school.

Manoora Primary School's Behaviour Management Policy states that this site has zero tolerance toward bullying or harassment.

### Definitions

**Bullying** is a deliberate, repeated and unjustifiable verbal, physical, social or psychological behaviour that involves the misuse of power by an individual or group toward one or more persons. It is intended to cause fear, distress and/or harm to another.

**Cyberbullying** refers to bullying conducted using information and communication technologies.

**Harassment** is a 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. It may be directed randomly or toward the same person(s). It may be intentional or unintentional, as words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

### Types of Bullying

- Verbal - examples include name calling, put downs, threats, offensive notes, spreading rumours
- Physical - examples include hitting, tripping, poking, punching, kicking, throwing objects, getting another person to harm someone



- Social - ignoring, threatening and/or rude gestures, deliberate exclusion from a group or activity, removing, hiding or damaging another person's belongings
- Cyber - using technology to bully

## **What to do**

### **If it happens to you:**

- Tell the person doing the bullying to stop. State quite clearly that the behaviour is not wanted and offensive
- Ignore them and walk away. Go to a safe place
- Seek help. Talk it over with a teacher or someone else you trust
- Report it to a teacher, parent, trustworthy friend or buddy. Feel confident that the problem can be solved
- Do not retaliate with physical or verbal abuse

### **If it happens to someone else:**

- Show that you and your friends disapprove of the bullying
- Be a friend to the person being bullied
- Encourage the person being bullied to inform someone
- Seek help
- Remove yourself from where the bullying is happening, don't be a bystander

**Bystanders** are aware of something happening but do not act to stop it. Bystanders do not actually need to be present.

### **Bystander behaviour includes:**

- Watching an argument on the street
- Gathering to watch a playground fight
- Knowing that someone is being hurt but not intervening or seeking help
- Failing to investigate and/or being proactive about bullying at school

Although we might not be directly involved, our behaviours contribute significantly to what actually takes place.

### **Some behaviours can make the problem worse:**

- Giving 'silent approval' by not becoming involved
- Assisting or joining in
- Reinforcing by encouraging, cheering or laughing, even if not actively participating.

### **Alternatively, some behaviours can be helpful:**

- Trying to stop the bullying behaviour by supporting the person being bullied
- Reporting the behaviour
- Challenging and positively influencing individual and group attitudes and beliefs
- Learning and teaching about the deeper issues which underpin bullying behaviour

### **Parents can**

- Be aware of the signs of distress in their child
- Assist the child to discuss the problem with a teacher
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies the child can use
- Be positive about their child's qualities and encourage their child to be tolerant and caring
- Inform the school of any instances of suspected bullying even if their own child is not directly involved or affected
- Discuss the school's expectations about behaviour and how best to deal with bullying with their child
- Work with school staff to resolve the issue

### **As staff we will**

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum
- Provide positive anti-bullying role models for students and share other role models from the wider community
- Actively counteract bullying behaviour
- Respond promptly and appropriately to any reported incidents of bullying
- Be obviously present during recess and lunchtimes as a deterrent to bullying behaviour
- Document incidences and action taken
- Notify parents

### **Indicators that someone may be being bullied:**

- Withdrawn
- Avoiding working with a particular person or in a particular group
- Mood swings
- Declining achievement
- Unwilling to attend school
- Regularly damaged or missing clothing or possessions
- Unexplained scratches or bruises
- Teary or anxious
- Head or stomach aches
- Nightmares
- Refusing to talk about 'what is wrong'
- Begins to bully siblings or other children
- Becomes aggressive or unreasonable
- Gives improbable excuses for any of the above issues



## Consequences for Bullying or Harassment

- Step 1: In the first instance, students will participate in a restorative justice process where the consequences will be agreed to and then monitored by staff. Parents will be informed.
- Step 2: If the behaviour is repeated, the student will be internally suspended for a period set by the principal. Parents will be informed and a meeting convened to address the issue.
- Step 3: For severe or ongoing cases of bullying or harassment, the principal may immediately impose an internal or external suspension. Parents will be informed and a meeting convened to develop further strategies to address the issue.

### ***Please Note:***

It is an expectation of the Department for Education that the police will be contacted in cases that involve assault, violence or other illegal activity.

Support and strategies will be provided on an ongoing basis for the student who has been bullied.

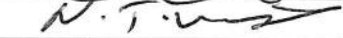
Students who have bullied others will also be supported to change their behaviour.

**Principal:** Steve Cornish

**Chairperson Governing Council:** Nathan Voigt

**Date:** 28<sup>th</sup> July 2023

**Signature:** 

**Signature:** 

**Review Date:** 28<sup>th</sup> July 2024

