



UPPER STURT PRIMARY SCHOOL POLICIES

Bullying & Harassment

Purpose: Bullying, including cyber bullying and harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

NOTE: Harassment is the coercive behaviour used by one person or group over another to establish or maintain power, to make others feel uncomfortable, threatened or demeaned. It is defined in terms of the victim's perceptions, not in terms of the harasser's motive.

Harassment can be sexual, physical, racial, verbal or intellectual.

Operations: The school will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence.

Roles and Responsibilities:

Leaders	Teachers & SSO	Students	Parents
<p>The principal will decrease the likelihood of bullying and violence in the school if he/she:</p> <ul style="list-style-type: none"> ▫ develops, implements and reviews regularly the school's anti-bullying policy ▫ surveys regularly all or a random selection of students, parents and teachers, in line with the review schedule for the school's policy ▫ provides to the Governing Council updates each term in relation to school bullying data and trends ▫ ensures that new staff and new students and their families are aware of the school community's negotiated anti-bullying policy ▫ ensures the inclusion, as part of the school's enrolment process ▫ manages the incidents of bullying in a way that is consistent with the DECD Policy ▫ ensures ongoing training and development of teachers, induction of students and the provision of information to parents ▫ manages a whole-school approach to ensure the Keeping Safe child protection curriculum is implemented in all year levels ▫ ensures that all parents have access to the school's anti-bullying policy, the DECD <i>Bullying and harassment at school: Advice for parents and caregivers</i> leaflet, and information about the Keeping Safe child protection curriculum and related documents, including providing them on the school's website -are aware of their rights to advocacy and of avenues open to them should they have grievances relating to the school's management of an incident of bullying. 	<p>Staff will develop and foster positive relationships with students and families</p> <ul style="list-style-type: none"> ▫ communicate and interact effectively with students and engage in cooperative problem-solving relationships to address issues of bullying ▫ participate in developing, implementing and reviewing the school's anti-bullying policy, curriculum ▫ critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully ▫ establish, maintain, make explicit and model the school's expectations relating to bullying ▫ participate in training and development related to decreasing bullying in schools ▫ support students to be effective bystanders. 	<p>Students will support the school in maintaining a safe and supportive environment if they:</p> <ul style="list-style-type: none"> -are respectful towards other students, staff and members of the school community -participate in sessions regarding the school's anti-bullying policy, the Keeping Safe child protection curriculum, being an effective bystander, and other sessions regarding behavioural expectations -communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed -learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence. 	<p>Parents will support the school in maintaining a safe and supportive environment if they:</p> <ul style="list-style-type: none"> -keep the school informed of concerns about behaviour, their children's health issues or other matters of relevance -communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise -follow up on these concerns and, if necessary, contact the District Office if the concerns are not resolved following intervention by the principal.