



BULLYING AND HARASSMENT GUIDELINES

School should be a happy and safe place for all who attend

What is Bullying and Harassment?

Bullying is ongoing, misuse of power. It is repeated verbal, physical and/or social behaviour that causes physical or psychological harm. *Harassment* is behaviour that targets people due to their identity, race, religion and/or physical characteristics.

How can you respond if you are being Bullied or Harassed?

Step 1 - Ignore the behaviour and walk away

Step 2 - Clearly tell the bully or harasser that you don't like what they are doing and you want it to stop

Step 3 -Talk openly about the problem with your teacher, the Counsellor and/or your parents.

What can you do if the bullying or harassment continues?

- Speak to a staff member again
- If you need support, you may choose to take someone with you eg a friend, teacher or parent
- Talk openly about the problem and what strategies have already been used
- The staff member will decide what action to take, in collaboration with another member of staff

What will the school's response be?

Step 1 Teaching Staff and/or Leadership will discuss the incident with the students involved and make contact with students' families.

Step 2 Make a plan with all students concerned on how to deal with the behaviour with the goal of ensuring that the bullying or harassment stops.

Step 3 Further action which may include;

- Parent/student/staff meeting
- Counselling with Well-being Coordinator and/or Pastoral Care Worker for all students involved
- Time out of class/the yard for the perpetrator

If bullying or harassment continues after interventions or threatens an individual's safety the following may apply:

- Suspension (internal/external)
- Exclusion (at Department for Education level)
- Leadership may decide to refer matters to outside authorities

At Burra Community School we are proactive in implementing strategies to nullify bullying. These include:

- Keeping Safe: Child Protection Curriculum implementation across R-10
- R-12 Pastoral Care programs
- Anti-bullying and harassment learning embedded throughout curriculum
- Cyber bullying education awareness (see Cyber Bullying Guidelines/Mobile Phone Guidelines)
- Promoting and providing parent workshops/information nights and materials to assist families, sent out through newsletters and the school email system.