



Swan Reach AREA SCHOOL

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Bullying and Harassment Policy & Procedure

Swan Reach Area School is a school where people work together with the wider community to develop all students as successful, resilient, life-long learners, with respect for themselves, others and the environment. In order for this to occur the school community provided must be: safe, inclusive, conducive to learning, free from harassment and bullying.

Bullying and harassment are not acceptable in our school or in legislation; they are against the law!

SRAS includes programs within the curriculum that focus on respectful relationships and tolerance through the Pastoral Care program. All members of school communities can be motivated, supported and involved to constructively help stop bullying behaviour. The role of the bystander is emphasised at SRAS by building the responsibility and capacity of everyone in the school community (students, staff and parents) to respond to bullying behaviour by not remaining silent and by 'sticking up' for others and challenging prejudice and 'put-down' attitudes.

Staff, students and families at SRAS work in partnership to acknowledge responsible, positive behaviour on a whole school, classroom, and/or individual basis. This may include: stickers, stamps, certificates, verbal encouragement, smiles, handshakes, acknowledgment in class and school newsletters, recognition at assemblies, negotiated choice of activities, and recognition from other staff members, students and parents.

At Swan Reach Area School behaviour management strategies will be implemented in a way which attempts to assist students to accept responsibility for their own behavioural decisions using the restorative practices model.

Bullying

Bullying is repeated verbal, physical, social or psychological 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. SRAS is able to utilise disciplinary procedures for out of hours activities (e.g. cyber bullying) that impact directly on the wellbeing or safety of a student or staff member.

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying of 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; 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 towards the same person(s). It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

What can bullying and harassment look like?

SEXUAL	RACIST	CYBER	BULLYING
<ul style="list-style-type: none"> • Unwanted touching or deliberate brushing against someone. • Calling you by rude names, ridiculing, leering, wolf whistling or making sexual comments. • Commenting on the size or shape of your body. • Pestering you to go out with them or persistently making unwelcome requests for sexual favours. • Telling you offensive jokes or making suggestive comments or rude gestures. 	<ul style="list-style-type: none"> • Put-down remarks about your physical appearance or your culture. • Teasing and name calling. • Making fun of your accent. • Threatening to hurt you. • Hurting you. • Taking or damaging your property. • Making racist jokes or writing racist graffiti. • Racially derogatory language and paraphernalia 	<ul style="list-style-type: none"> • Is using E-technology as a means of victimising others. • Posting another person's personal details or photographs on line without consent. • Spreading rumours, calling people names on line or via phone, prank phone calls. • Setting up someone for ridicule or harassment by others. • The taking of or passing on of video or photographic images of another person. • Vandalising images and walls on social networking sites • Using email, voice or text messages to threaten or abuse others. 	<ul style="list-style-type: none"> • Calling you names, teasing, or putting you down. • Threatening you. • Getting together in a group to frighten you. • Hiding or destroying your property. • Hitting, punching or pushing you. • Writing rude or unpleasant notes about you. • Annoying you (and your parents/caregivers) by making nasty phone calls. • Demanding money or possessions. • Deliberate exclusion from group. • Staring, glaring or stalking. • Stealing, damaging or hiding other's belongings.

What are the impacts of Bullying?

- Not wanting to come to school
- Anxious, fearful or over-reactive
- Low Self esteem and makes negative comments about him/herself
- Lower interest and performance in school
- Injuries, bruising, broken things
- Unhappy, irritable, or little interest
- Trouble sleeping, nightmares, bedwetting
- Expresses threats to hurt self or others.
- Headaches and stomach ache

How can you help?

As Parents You Can:

- Be aware of signs of distress in your child.
- Assist your child to discuss the problem with a teacher.
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies they can use.
- Be positive about your child's qualities and encourage your child to be tolerant and caring.

As Staff We Will:

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum.
- Provide positive role models for students.
- Actively counteract bullying behaviour.
- Respond appropriately to any reported incident of bullying.
- Be obviously present during recess and lunchtimes when we are on duty, as a deterrent to possible incidents of bullying.

Grievances

Swan Reach Area School recognises the right of school community members, parents, students, staff to have their grievances addressed. The procedure to be followed in addressing a grievance, in the first instance, is to approach the person with whom you have the grievance.

❖ For Students This Means :

Arrange a time with a teacher to discuss your grievance.

Determine how you will resolve the problem;

- conflict resolution
- advocate resolution
- personal resolution

If the grievance is not addressed let the teacher know and determine whom else you will need to involve resolving the problem. eg. Principal / Coordinator / Teacher - arrange a time to speak to them.

❖ For Parents This Means :

Arrange a time to speak to the teacher

Let the teacher know what you consider to be unjust or unfair

Determine how the problem will be resolved

If the grievance is not addressed let the teacher know you will be speaking to someone else - arrange a time to speak to someone, eg. leadership team. If you are still dissatisfied approach the Regional Director or his/ her delegate who will try to assist you to resolve the situation (Murray Bridge Office 85320700).

❖ For Staff This Means :

Arrange to speak to the person concerned.

If the grievance is not addressed speak to the line manager of the person involved.

If the grievance has still not been resolved speak to someone in the leadership team with the support of your line manager.

If you are still dissatisfied approach the Regional Director who will try to assist you to resolve the situation.



BULLYING & HARASSMENT PROTOCOL FLOWCHART

