

Do YOU bully or harass?

If you hurt, upset, scare or shame another person a staff member must respond. This response will depend on the seriousness of your behaviour. You will be given fair

opportunity to show that you are willing to take responsibility for your behaviour.

Listen to the affects of your behaviour

Show that you are sorry for what you did.

Make suggestions to help repair harm or damage.

We may offer you counselling, skills training and special programs to help you stop bullying and harassing.

This may include meetings with your parents or carers.

If you continue to bully or harass you may face more serious consequences according to our school's Behaviour Management

Policy

Be cool, not cruel!

What do you do if you see bullying or harassment?

Be part of the solution, not part of the problem. A bystander is an onlooker or spectator to bullying and harassment.

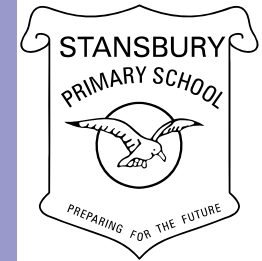
As long as you feel safe, you can:

- Tell the person that you will tell a teacher if they continue
- GO and TELL a teacher immediately
DOB - Don't Obey Bullies
- Tell the bully or harasser to STOP
- Encourage your friends to respectfully tell the person to stop
- Help the person who is being bullied to get away from the situation
- Talk to your friends about taking a stand against bullying and harassment

Why has Stansbury Primary School adopted this Policy?

- We all have the right to be safe
- We can help ourselves to be safe by talking to people we trust
- Everyone has the right to be treated as a worthwhile individual
- Staff and students have a right to operate in a bully free and harassment free environment
- Staff and students need a framework for dealing with bullying and harassment
- Students who are bullied or harassed become frightened and miserable, their progress is always affected

Bullying and harassment is wrong and must be stopped



How to STOP bullying and harassment.

STANSBURY PRIMARY SCHOOL

*honesty
friendliness
persistence*

KEEPING SAFE

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Bullying & Harassment

Bullying is the repeated abuse of power, where a person or group use behaviour to **hurt, upset, scare or shame** another person.

Harassment is **unwanted** and **unwelcome** behaviour that is usually not repeated.

Bullying and **harassment** at school can involve students, teachers, SSO's and parents.

Bullying & Harassment happens in different ways

Physical; hitting, pushing, touching, rubbing, grabbing, spitting, taking or damaging property, using a weapon

Sexual; any unwelcome written, verbal or physical contact of a sexual nature

Verbal & Written; spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, rumour spreading

Face & Body Signals; looks, stares, facial expressions, hand signals

Cyber; using emails, voice & text messages, photographic & video images

Graffiti; using pictures, tags or words

Group; forming groups to leave out, ignore or disrespect

Indirect; influencing or organising someone else to bully or harass

What can you do?

If you want the behaviour to stop, you must be prepared to do something about it.

Here are some of the things you can do

- Think of ways to stay **SAFE**
- If it is **SAFE** tell the person to **STOP**
- Respond respectfully
- Don't **react, explode** or take **revenge**
- Tell a teacher, CPSW, SSO, parent or friend
- Ask teachers, CPSW, SSO's, parents & friends to help
- Tell yourself that you never deserve to be **bullied or harassed**
- **REPORT** the **bullying & harassment** as soon as it happens
- Follow the steps to make it **STOP**

A teacher must respond if they see or hear about **bullying & harassment**.

Our school's **Behaviour Management Policy** is there to support you. Teachers will deal with **bullying & harassment** in different ways depending on how serious it is.

The steps to make it STOP

What will happen when you tell a teacher

1. They will listen
2. They will discuss the problem with you
3. They will help you deal with the problem.

Strategies to intervene include counselling for students who are bullied & who bully (applying consequences as necessary) conferences & agreements to support safety & respect, assertiveness & conflict management skills, talking with parents/carers, suspension etc.

4. If you decide not to go any further that's OK

You are in control of what happens

If you decide to go further, this is what will happen:

- The bully or bullies will be told by the teacher that a complaint has been made
- Investigation carried out
- If the complaint is proved, the bully or bullies receive a warning and counselling

If the bullying continues

- Parents/carers are informed and interviewed by the Principal and teacher
- In school suspension
- Out of school suspension which could lead to expulsion

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