



Care Respect Personal Growth

Anti-Bullying and Harassment Policy



At Hampstead Primary School
everyone has the right to feel safe.

CARE RESPECT PERSONAL GROWTH

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Belief Statement

At Hampstead Primary School all students have the right to feel safe and happy. We want all students to develop resilience and learn how to bounce back from life's challenges.

We have zero tolerance for any forms of bullying or harassment.

What is Bullying and Harassment?

- Bullying involves a misuse of power in a relationship.
- It is ongoing and repeated
- It involves behaviours that can cause verbal, physical and/or social behaviour that causes harm.

It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders. (<https://bullyingnoway.gov.au>)





Bullying and Harassment can include the following:

- **Physical** - hitting, pushing, touching, rubbing, grabbing, spitting, play fighting, stealing damaging property and using a weapon.
- **Verbal and or writing** - spoken or written insults, threats, intimidation, put downs, name-calling, unfair criticism, sarcasm, persistent teasing, spreading rumours, extortion.
- **Threatening** - making someone feel afraid of getting hurt or being forced to do something you don't want to do.
- **Exclusion** - deliberately leaving someone left out of a group or activity, tormenting (eg hiding book, hat etc), ridicule or humiliation.
- **Sexual** - any unwelcome written, verbal or physical contact of a sexual nature.
- **Face and body signals** - looks, stares, facial expressions, hand signals.
- **Bystander**—supporting a bully with their actions by being part of the audience.
- **Cyber**- using e-technology (social media, voice and text messages, photographic and video images) as a means to victimise, ridicule, spread rumours, threaten or abuse and to use another's personal details or photographs without written consent including sending out inappropriate material.
- **Graffiti**- using pictures, tags or words.
- **Group** - forming groups to leave out, ignore and disrespect.
- **Indirect** - influencing or organising someone else to bully or harass.
- **Discrimination** - Discrimination in schools is against the law and harms relationships.

Bullying and harassment can be about discrimination based on a person's:

- **Sex** - being female or male
- **Gender** - acting masculine or feminine
- **Cultural and Spiritual Identity/Race/Ethnicity**- cultural beliefs, religion, language, heritage, clothes, food, skin colour or physical appearance
- **Appearance** - body shape and size, clothes and accessories
- **Disability** - physical, intellectual, medical or mental health issue.



- **Financial Status** - how rich or poor
- **Age** - experience

Possible symptoms if a student is bullied.

- Refusal to go to school and finding excuses not to go (e.g. pretending to be sick).
- Unexplained cuts, bruises or scratches.
- Illnesses without any possible cause.
- Unexplained change of mood, tension or emotional distress (crying, acting out, periods of sadness).
- Damaged or missing clothing/possessions.
- Bed wetting and/or interrupted sleep patterns.
- Change in regular behaviour

What should I do if I suspect my child is being bullied?

- Remain calm.
- **Do not** approach other students, parents or caregivers.
- Listen to your child.
- Find out what happened from your child (who was involved, including bystanders/witnesses), and when and where did the bullying/harassment take place.
- Let your child know that telling you about the bullying/harassment is the right thing to do.
- Talk to your child about what they can do to make themselves safe.
- Encourage your child to talk to a staff member.
- Communicate with school staff to develop a plan together to restore safety and equity.
- Reassure your child that they are supported.



What do we do about Bullying and Harassment?

Prevention strategies

- Use the curriculum to teach students about respectful relationships, diversity, ethical behaviours, personal and social competence, intercultural understanding, self-identity and awareness.
- Promote and teach school values: Care, Respect, Personal Growth
- Use the Child Protection Curriculum to explicitly teach students how to manage bullying/harassment through violence prevention, conflict resolution, anger management and problem solving.
- Promote student voice with all students at the school and develop programs allowing students to participate and have a say in their learning.
- Provide opportunities for students to be positive role models through the Restorative Justice Program and Children's University.
- Utilise Restorative Procedures to repair harm and strengthen relationships.
- Teach students how to be confident, to cooperate and get along with others.
- Encourage students to bounce back and be resilient.
- Have access to support personnel such as; Behaviour coach, Psychologist and interactive Incursions educating students.
- Provide Professional Development for all staff on bullying/harassment and how to deal with it.
- Teach students about taking action when they are a bystander.
- Develop staff and community understanding regarding the issues of bullying and how to address them effectively and respectfully.





Hampstead Primary Grievance Procedure

Informing the School

- Grievances are kept confidential.
- Talking with the school staff about your concern is an important step.
- Tell the school staff as soon as possible so we can work together to solve the problem.

How can parents and caregivers address their Grievances?

Step 1: Make an appointment to see the classroom teacher to discuss the concern.

Step 2: Make an appointment to see the Student Wellbeing Leader, Deputy Principal, IELP Assistant Principal or Principal if you feel as though your concern has not been resolved.

Step 3: Contact the Torrens Partnership Education Director to resolve the matter if you feel as though your concern has not been resolved.

What can you do if you are a victim of Bullying or Harassment?

- Ignore the person who is bullying you.
- Ask the person bullying you to stop.
- Report the problem to a staff member of trusted adult.
- If seriously endangered in the community after hours, have an adult help to call the Police.

What can our students do to reduce Bullying and Harassment?

- Let the bully know that their bullying behaviour is not okay.
- Encourage the person being bullied to report it to a staff member or trusted adult.
- Report the bullying or harassment to a staff member or trusted adult.





Following up incident of Bullying

Intervention strategies

- Use Restorative Practices to listen and talk to those involved in a bullying or harassment incident to ensure that there is a fair and equitable understanding of events Counselling students who have been bullied.
- Ensure that our practices and response to bullies takes into account the age, ability, social development, language acquisition and experiences of the student.
- Communicating and working with Parents or Caregivers about the situation.
- Counselling students who have been bullied.
- Counselling students who have bullied others.
- Putting adequate consequences in place for students who bully others including the use of Restorative Justice techniques. Responses may include restricted play, time out, suspension or exclusion.

Post intervention strategies

- Monitoring the safety and wellbeing of students and members of the school community.
- Keeping parent/care-givers informed of strategies.
- Referring to district support services where appropriate (wellbeing practitioner, behaviour coach, counselling referrals).
- Reviewing and evaluating our expectations of behaviour and related policies on a regular basis.





For more information

The following telephone numbers and websites can provide support and information about bullying and harassment for parents and young people.

Advice to parents and caregivers

- <https://www.education.sa.gov.au/supporting-students/health-e-safety-and-wellbeing/bullying-prevention-strateg>
- <https://www.education.sa.gov.au/supporting-students/health-e-safety-and-wellbeing/e-safety-bullying-and-harassment>
- Bullying No Way
<https://bullyingnoway.gov.au/>
- Parenting SA Parent Easy Guides
www.parenting.sa.gov.au
- Child and Youth Health
www.cyh.com
- Youth Beyond Blue
www.youthbeyondblue.com
- Reach Out
www.reachout.com
- Kids Helpline: 1800 55 1800
www.kidshelp.com.au
- Headspace: 1800 650 890
- Lifeline: 13 11 14
- Parent Helpline: 1300 364 100

