Bullying and Harassment Policy and Procedure

Tintinara Area School is a school which is committed to working together to achieve success. Our core attitudes are collaboration, supportiveness, and aiming for excellence. We see mistakes as things we can learn from, and encourage each other to try new things and take appropriate risks in our learning. In order for this to occur our school community must be safe, supportive, encouraging and free from harassment and bullying. This holds true for all relationships, regardless of the combination of students, parents, staff or other community members who are involved.

Bullying and harassment are not acceptable in our community. Not only are they against our expectations that we will support each other – they are also against the law.

TAS includes a range of programs within our curriculum that focus on respectful and safe relationships. All members of our community have a role to play as we work together to stop bullying behaviour. The important role that bystanders can have is recognised by building the responsibility and capacity of everyone in the school community (students, staff and parents) to respond to bullying behaviour. We will empower people to not remain silent and ‘stick up’ for others, as well as challenging prejudice and ‘put-down’ attitudes.

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

At Tintinara Area School behaviour management strategies are implemented in a way which helps students to accept responsibility for their own behavioural decisions using the restorative practices model. We also explicitly teach students how to monitor and control their emotions and behaviour using a “5 Step” 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 such as mobile phones, Facebook or other internet sites. TAS will apply a range of disciplinary procedures (including suspension where appropriate) for out of hours activities (such as cyber bullying) where that activity directly impacts on the wellbeing or safety of a student or staff member.

Conflict or fights between people of equal status or power, or single incidents or events, are not defined as bullying.

Bullying of any form or for any reason can have long term effects on all 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 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. It may be intentional or unintentional, ie 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?

<table>
<thead>
<tr>
<th>Sexual</th>
<th>Racist</th>
<th>Cyber</th>
<th>Bullying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unwanted touching</td>
<td>Put-down remarks about your</td>
<td>Using technology as a means of victimising</td>
<td>Calling you names, teasing, or putting</td>
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<tr>
<td>or deliberate brushing</td>
<td>physical appearance or your</td>
<td>others</td>
<td>you down</td>
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<td>against someone</td>
<td>culture</td>
<td></td>
<td>Threatening you</td>
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<td>Calling you by rude</td>
<td>Teasing and name calling.</td>
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<td>Getting together in a group to frighten or</td>
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<td>names, ridiculing,</td>
<td>Making fun of your accent.</td>
<td></td>
<td>intimidate you</td>
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<tr>
<td>leering, wolf whistling</td>
<td>Threatening to hurt you</td>
<td></td>
<td>Hiding or destroying your property</td>
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<tr>
<td>or making sexual comments</td>
<td>because of your background</td>
<td></td>
<td>Hitting, punching or pushing you</td>
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<td>Commentary on the size or</td>
<td>Hurting you because</td>
<td></td>
<td>Writing rude, unpleasant or threatening</td>
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<tr>
<td>shape of your body</td>
<td>of your background</td>
<td></td>
<td>notes about you</td>
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<td>Pester you to go out with</td>
<td>Taking or damaging your</td>
<td></td>
<td>Annoying you (and you parents/</td>
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<tr>
<td>them or persistently</td>
<td>property</td>
<td></td>
<td>caregivers) by making nasty</td>
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<td>making unwelcome requests</td>
<td>Making racist “jokes” or</td>
<td></td>
<td>phone calls</td>
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<tr>
<td>for sexual favours</td>
<td>writing racist graffiti</td>
<td></td>
<td>Stealing, damaging or hiding your</td>
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<tr>
<td>Telling you offensive</td>
<td>Using racially derogatory</td>
<td></td>
<td>belongings</td>
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<tr>
<td>jokes or making</td>
<td>language</td>
<td></td>
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<td>suggestive comments or</td>
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<td>rude gestures</td>
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</table>

What kind of impact can bullying have?

- Not wanting to come to school
- Anxiety, fear and over-reaction
- Low self-esteem; negative self-talk
- Lower interest and performance in school
- Injuries, bruising, broken things
- Unhappiness, irritability

What can bullying and harassment look like?

Little interest in previous hobbies or activities
- Trouble sleeping, nightmares, bedwetting
- Expressing threats to hurt self or others
- Vague reports of headache or stomach ache.

How Can You Help?

As parents you can:
- Be aware of signs of distress in your child.
- Encourage and 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 learning in our curriculum
- Provide positive role models for students
- Actively counteract bullying behaviour
- Respond appropriately to any reported incident of bullying
Bullying and Harassment Protocol Flowchart

Bullying or Harassment occurs

- Ignore it, or
- Not respond, or
- Tell them to stop (even if you are a witness), or
- Tell them how it makes you feel

Tell a trusted student (eg SRC Rep, House Captain, or close friend) and they will help you to tell a trusted adult. OR Tell a trusted adult eg parent, caregiver, staff member, Mrs Richards or Mr Kitto. They will help
- With strategies to deal with the issue
- Record the incident and any action taken (stored with Youth Worker)
- Ensure that parents of all students involved are aware of the incident

The student, together with the trusted adult, will:
- Ensure that the school is formally aware of the issue (stored in file)
- Work with the school to ensure the safety of the student

The school will deal with the bully through the school’s behaviour management protocol. This will involve investigating to establish facts and determine what happened. It may result in:
- Parent notification
- Conferencing with the bully regarding their behaviour
- Suspension and re-entry plans/ exclusion/ expulsion
- Police contact

Depending on the circumstances, the school may need to contact the following personnel:
- Regional Director (Murray Bridge Regional Office)
- School Care Unit (ph 8463 6564)

And document the incident in IRMS. (The DECD online system.)

If the bullying and harassment continues the matter will be forwarded to the Interagency Student Behaviour Management Service and SAPOL. The bullying student may be suspended until agreements regarding their behaviour can be determined.

The school will monitor the bullying student’s plan and ensure the safety and wellbeing of all students through communication with and between staff, Youth Worker and parents.