



ANTI BULLYING and HARASSMENT POLICY and PROCEDURES

Ratified November 2014

*All children have the right to learn
Everyone is treated respectfully
We all have the right to feel safe*

WE VALUE:

*Teamwork, Respect, Responsibility,
Persistence and Honesty*

At Geranium Primary School we believe:

- Everyone has the right to be treated as a worthwhile individual.
- Everyone has the right to come to school and expect a happy, safe school day.
- People who harass and bully others cause unhappiness.
- All who attend Geranium Primary School have an equal right to get the most out of their schooling.

BULLYING, HARASSMENT AND VIOLENCE OF ANY KIND IS NOT ACCEPTABLE IN THIS SCHOOL, AND WILL BE DEALT WITH SERIOUSLY AND QUICKLY

What is bullying?

Bullying is repeated verbal, physical or social 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.

Conflict or fights between equals and single incidents are not regarded as bullying. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

What is 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 is violence?

Violence is the intentional use of physical force or power, threatened or actual, against another person (s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Examples of bullying

- name calling, teasing or put downs
- threatening others through words and/or actions
- Getting a group together to frighten others
- Inappropriate touching or unwanted touching
- Hiding or destroying property eg. books, bags
- Hitting, punching or pushing
- Writing rude or unpleasant notes
- Annoying others by making nasty phone calls, sending inappropriate texts and or emails
- making remarks about another's body size or shape
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Anti-bullying and harassment procedures

What can students do?

Step 1

- **Tell the person to stop the behaviour**

Step 2

- **Talk to a friend or trusted adult**

Step 3

- **Report the behaviour to a teacher, an SSO or the Principal**

The Student Behaviour Management Policy will be implemented, if bullying or harassment continues.

In the case where a teacher or other staff person observes a bullying incident, the Student Behaviour Management Policy will be implemented, even if the child being bullied does not report it.

For parents who may be concerned that your child is being bullied or is bullying, please follow the GPS Grievance Procedures.

For Further Information see the DECS Pamphlet "Bullying and Harassment at School" www.decs.sa.gov.au