

What will happen if you go to one of the teachers?

If harassment continues despite your efforts, **don't give up!** Teachers are there to help you do something about it:

What will happen to the bully/harasser?

Bullying and harassment is not acceptable behaviour and will not be tolerated. Those who bully and harass, or who stand by and let it happen are breaking the school rules.

Our goal is to help the perpetrator realise that a change of behaviour is required and everyone is to be kept safe.

The student grievance process will result in a meeting between the teacher and students involved.

This meeting will result in consequences for the bully, in line with our behaviour support policy, and may include suspension.

The Principal will be involved in all cases that require parents at the meeting.

What about victimisation?

Victimisation is when harassment continues after you have followed the harassment and bullying procedures.

Action by the Principal will be taken to stop victimisation.

What are the responsibilities of a Bystander?

At Heathfield Primary School, we expect bystanders to assist us in making our school a safer environment.

A bystander is anyone who is a witness to bullying or harassment.

Sometimes a bully or harasser receives positive attention from bystanders.

A good bystander means that no bully or harasser receives positive attention for their inappropriate actions.

Bystander Expectations:

To immediately report to a parent, teacher or principal

- Instances of harassment and bullying
- Victimisation
- Gang-like behaviour

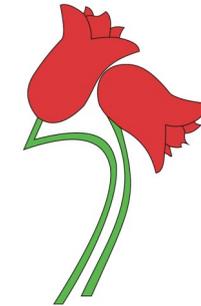
To not get involved in such behaviours and seek help for the victim.

If bystanders do nothing about bullying and harassment they witness, they may receive similar consequences to the perpetrator.

Remember this!

- * **It's up to all of us to do something positive about harassment and bullying.**
- * **If we all work together, we will have a safe and happy school.**

HARASSMENT AND BULLYING



**EVERYONE HAS THE RIGHT
TO BE SAFE, HAPPY AND FREE
FROM ALL FORMS OF
HARASSMENT AND BULLYING
IN OUR SCHOOL**

Heathfield Primary School

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Government of South Australia

Department for Education and
Child Development

Kinds of harassment and bullying

You or your friends might have been bullied, teased, picked on or left out; these are all kinds of harassment. Here are some examples:

Bullying - Ongoing, deliberate, hurtful gestures, words or actions by individuals or groups

Physical Harassment

- ⇒ hitting, kicking, pushing, bullying
- ⇒ getting a gang or group of people together to frighten or hurt you
- ⇒ Any unwanted interference in your property, e.g. hiding, stealing or destroying your property
- ⇒ patting, pinching or touching you when you don't want to be touched (including invading your personal space)

Verbal Harassment

- ⇒ calling you names, using put downs
- ⇒ threatening you—intimidation
- ⇒ making rude jokes, gestures, noises or saying suggestive things about you
- ⇒ spreading rumours/telling stories /excluding others
- ⇒ impersonating a person

Intellectual Harassment

- ⇒ hassling you because you are good at your work
- ⇒ hassling you because you are having problems with your school work

Racial Harassment

- ⇒ doing any of the above just because of your racial background, customs or religion

Sexual Harassment

- ⇒ doing any of the above just because you are a girl or a boy

Cyber Harassment

- ⇒ writing rude or unpleasant notes or graffiti about you
- ⇒ E-mail harassment
- ⇒ SMS text messages
- ⇒ Internet—website/blogs

WHEN SOMEONE IS
HARASSED OR BULLIED THEY
MAY FEEL

powerless *sad inside*
uncomfortable humiliated
EMBARRASSED
degraded *insulted*
unsafe isolated
put down offended
guilty NOT VALUED
vengeful *upset* ANGRY
cheated

THEY MIGHT ALSO
EXPERIENCE PHYSICAL
SIGNS LIKE

headaches *teary*
SHAKY stressed
STOMACH ACHES

What can you do when you are being harassed?

You have to decide what you want to do to stop it. Here is what you can do at Heathfield Primary School. Remember, there may be times when you go straight to step 3 or 4.

1. Self Management It works

- Ignore (empowering) ☺
- Walk away

If it doesn't work PERSIST

2. Confront the person who is harassing you It works

- Take a friend with you ☺
- Stand up for yourself
- Tell them that you don't like what they are doing and you want it to stop
- Tell them they are breaking the school rules
- Remind them of our policy

If it doesn't work PERSIST

3. Seek help It works

- Go to a teacher/parent ☺
- Tell them everything
- Decide with them what you will do and see if it works
- If they need to take further action they will do so

If it doesn't work PERSIST

4. Seek further help It works

- Go to the Principal with your teacher, parent or both ☺
- Keep asking for help until the bullying stops
- The Principal will decide what action to take—refer matter to outside authorities -Police, Equal Opportunities, Families SA