



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

## 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

# 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

- Ignore (empowering)
- Walk away

It works



If it doesn't work **PERSIST**

## 2. Confront the person who is harassing you

- 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

It works



If it doesn't work **PERSIST**

## 3. Seek help

- 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

It works



If it doesn't work **PERSIST**

## 4. Seek further help

- 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

It works



### When someone is harassed or bullied they may feel:

powerless	sad	uncomfortable	humiliated
embarrassed	insulted	isolated	unsafe
guilty	angry	cheated	vengeful

### They might also experience physical signs like:

Headaches	teary	stressed	shakey	stomach aches
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## **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.**