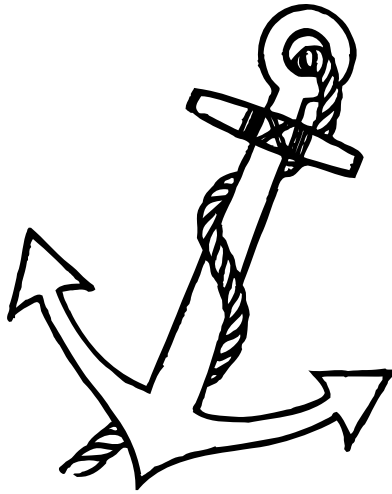




**Glossop Primary
School**
Updated 3/2012

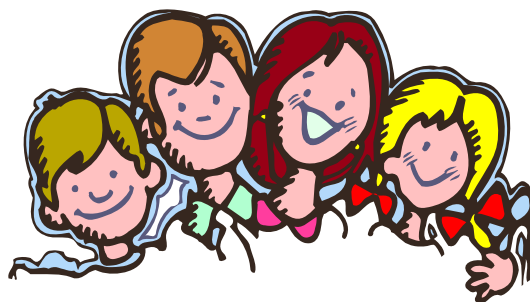


**Bullying
and
Harassment
Policy**

VALUE STATEMENT

At Glossop Primary School we support all children to feel safe, to feel connected and to feel a high sense of self worth.

Therefore we take bullying seriously. This policy explains what bullying is, and what we, as a community, can do to decrease incidents from occurring in a proactive way.



WHAT IS BULLYING AND HARASSMENT?

Bullying is:

- Intended to cause fear, distress and/or harm to another
- May be physical, verbal or indirect/relational
- Conducted by a more powerful individual or group against a less powerful individual who is unable to effectively resist.



Signs of Bullying

- Unwillingness to attend school
- Vague headaches or stomach aches
- Personal items or equipment has gone missing
- Damaged clothing or bruising
- Expresses threats to hurt self or others.
- Asking for extra pocket money
- Hiding information on mobile phones or from social networking sites.



BULLYING is

Verbal

When someone speaks in a hurtful way, including threats, rumours and/or putdowns.

Physical

When someone makes deliberate hurtful, physical contact with intent to hurt. (Includes: Pushing/Punching/Kicking/Slapping/Tripping/Spitting/Damage to personal property.)

Sexual

When someone touches in an inappropriate way, or makes suggestive comments which make others feel uncomfortable.

(Includes: Gestures/Touching/Grabbing/Rubbing/Pinching/Suggestive Comments)

Racial

When someone from one cultural group, makes offensive comments towards another cultural group.

(Includes: Colour reference/Beliefs/Heritage/Dress)



Social/Emotional - is the indirect or direct actions which cause, internal hurt and a feeling of isolation

Cyber - Bullying through information and communication technologies such as the internet and mobile phones, including texting, sending films or photographs showing others in a harmful manner.

HARASSMENT is

The behaviour that targets an individual or group due to their identity, race, culture, or ethnic origin, religion, gender, physical characteristics, ability or disability, economic status that offends, humiliates, or creates a hostile environment.

Bullying is not:-

- Conflict or fights between equals and single incidents

Violence is the intentional use of physical force or power, threatened or actual, against another person. This may constitute assault, which is a **Police Matter**.



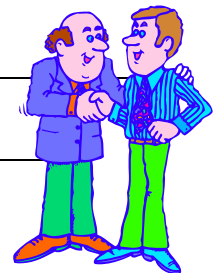
Students, Staff, Parents/Caregivers and Visitors have the right to feel safe in our school and therefore these actions are **NOT ACCEPTABLE** at Glossop Primary School.

Our Mission is:

- To raise awareness among staff, students and parents about bullying
- To actively counter bullying at our school
- To provide strategies to resolve conflict and respect differences
- To create a school environment where all students, staff and parents feel safe and welcome
- To create a climate where it is okay to talk about bullying and ask for help
- To promote positive well-being.

Rights

- Every person has the right to feel safe.
- Every person has the right to be treated with respect and fairness.
- Every person has the right to learn.



Responsibilities

At school it is everyone's responsibility to take the necessary steps to stop bullying behaviour. The school will not tolerate any action that undermines a person's right to feel safe, respected and to learn.

Reporting and Dealing with Bullying/Harassment

Staff

1. Protect the bullied child from further harm.
2. Write down name/s of the bullied child, who reported the incident and the bystander/s.
3. Interview the bullied child to find out what happened.
4. Suggest strategies that the bullied student might use to avoid being bullied in the future.
5. Individually interview bystander/s.
6. Record what happened on an incident form and discuss with the Principal.
7. Monitor the situation over the following few days.
8. Speak to class without using any names, circle time, small group meetings.
9. Use discretion to work with parents of the bullied child to assist their child to avoid being bullied in the future. Keep them informed about progress and the measures taken.
10. Inform the parents of the bullying child, and work with them to establish joint strategies for behaviour changes.



Combinations of the above will be used to address incidents of Bullying/Harassment

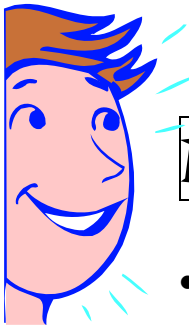
Students

Students being bullied can:

- Ask the person bullying to stop, and explain how the bullying makes them feel.
- Walk away
- Tell someone who will help you.

Students see someone being bullied can:

- Tell the person bullying to stop
- Be a friend to the person being bullied
- Seek help.



Parents

- Listen calmly to get the story. Find out what exactly happened, who was involved, when, where and whether there was any provocation.
- Support your child. Talk through the situation and agree upon what action will be taken. If your child is the bully, separate the behaviour from the person. Let them know that you will support them to work through the situation. If your child is the victim, ask how you may best help them and assure them that they have done the right thing in reporting the bullying incident.
- Listen to your child's opinions and feelings, but always remember there are two sides of the story!
- Do not attempt to sort out the bullies yourself.
- Make an appointment with the principal or a teacher. Without an appointment, they may not be able to provide adequate time for discussion, and therefore your meeting may not be as useful as you would like it to be.
- At the meeting calmly present your concerns and explain that you are working towards a solution together.
- These steps are also useful if you think that your child has been involved in bullying, has been involved as a bystander or is concerned about other students being bullied.



Promoting Positive Behaviours.

Whole-school approach:



- Refer to school policy.
- All staff are aware of bullying issues, students attitudes, and take action and of their role in implementing the policy.
- The bullying policy is clearly articulated to staff, students and parents.
- All staff to provide vigilant supervision.
- Use the language of Habits of Mind to empower students to be confident and assertive in dealing with bullying and harassment
- Use class meetings and class discussion times to discuss problems, resolutions, preventive social skills training, giving and receiving compliments, taking risks and joining in.
- Use current resources available to proactively teach Bullying and harassment prevention strategies.
- Acknowledge positive action and appropriate behaviour.
- Teachers to be assisted in difficult cases by the Principal.



Evaluation

Glossop Primary School Bullying Policy will be reviewed annually.

Revised March 2012.