

RIGHTS AND RESPONSIBILITIES

It is necessary to:

- Provide a safe and secure learning environment for all
- Promote and encourage honesty
- Promote courtesy and respect to all
- Reinforce within the school community what harassment and bullying are and that it is unacceptable behaviour
- Educate students, teachers and parents in anti-harassment actions
- Learn how to manage anger, conflict and victimisation in a constructive and positive way
- Learn and use a range of skills that enable the exercise of appropriate self control
- Implement procedures to address harassment
- Support and empower students involved in incidents of harassment or bullying
- Ensure that all reported incidents of harassment and bullying are followed up appropriately and that support is given to all those involved in incidents of harassment and bullying

STRATEGIES FOR SUCCESS

Alberton Primary School encourages all members of the school community to attempt to resolve incidents of harassment and bullying through the following guidelines.

The following complaints procedures are designed to assist with issues of discrimination, harassment, bullying, vilification or victimisation.

HOW CAN I STOP IT?

PERSONAL RESOLUTION:

- Trust your feelings. You may choose to do nothing. However, the harassment could continue
- Speak up
- Approach the person who is harassing you and request that the offensive behaviour **STOP**. Use a firm 'I' statement. (As a parent you can not approach students but can encourage your child to use the 'I' responses. You may also alert your child's teacher).
- Remove yourself to a safe place.

SHARING PROBLEMS OF BULLYING

- Discuss the problem with someone you feel comfortable with.
 - Seek support from staff or student leaders, School Counsellor, Wadu Wellness staff (when this program is active) or Principal regarding grievance.
 - Refer problem to student peer mediation (when they are active) or work site mediation.
 - Referral to "care circle" (this may involve parents helping solve problems when individuals cannot solve issues alone). An action response will be developed.
- * Ask for policy to be renewed at any time.
- * If you are still being harassed or bullied report to leadership and a formal written report will be produced in discussion with you. Action will also be discussed.
- If all other avenues have been exhausted and you are still not happy with the outcome ask to see District Director.

FURTHER INFORMATION

- Bullying No Way Website: www.bullyingnoway.com.au
- DECS Website: www.decs.sa.gov.au
- DECS Parent Helpline: 1800 222 696
- Kids Helpline: 1800 551 800
- Child and Youth Health Parent Helpline: 1300 364 100

RELEVANT ACTS

- Equal Opportunities Act 1984 (SA)
- Racial Vilification Act 1996 (SA)
- Disability Discrimination Act 1992 (Commonwealth)

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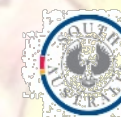


Alberton

PRIMARY SCHOOL

SUCCESS BELONGING WELLBEING
DIVERSITY DISCOVERY

ANTI-BULLYING AND ANTI-HARASSMENT POLICY



Government of South Australia

Department of Education and
Child Development

STATEMENT OF PURPOSE

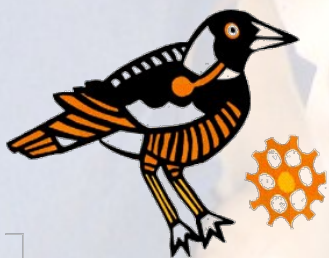
Alberton Primary School is enhanced by and celebrates its diversity. Therefore, it aspires to create a learning environment that respects the diversity of ethnicities, cultures, beliefs, practices, customs and varying physical & intellectual abilities and economic status that are represented within the school. Ensuring respect means that everyone is accepted, valued, treated with care and provided with equal opportunities that nurture the individual. The school aims to provide all students with the support to achieve their highest potential through a comprehensive curriculum that emphasises living our agreed values of **SUCCESS, BELONGING, WELLBEING, DIVERSITY** and **DISCOVERY**.

RATIONALE

Student Wellbeing involves personal, social and emotional development of the individual and is a pre-requisite for success in the learning environment. Alberton Primary School acknowledges that for students to learn, they must feel safe, affirmed, challenged, supported and prepared for the world of work, community and relationships.

WHAT IS BULLYING AND HARASSMENT?

Harassment is distressing, hurtful and always one way. Bullying is manipulative and ongoing harassment. It is about the imbalance of power where there is a deliberate intent to cause harm or distress. These behaviours can be physical, verbal or social. They impact on the lives of the people being harassed and bullied, those who are bullying and the observers.



TYPES OF BULLYING AND HARASSMENT

Types of Harassment	Verbal Harassment
Common misconceptions that are not harassment ¹	One off unwanted playful teasing
Direct Harassment ²	Teasing, name calling, insulting, threatening, use of abusive language,
Indirect Harassment ²	Intimidation, extortion, any type of inappropriate electronic communication, spreading rumours
Bullying ²	Repetitive direct or indirect harassment
Criminal activity ³	Seriously threatening to cause harm or kill

Types of Harassment	Physical Harassment
Common misconceptions that are not harassment ¹	One off fighting with no intention of causing harm, play fights
Direct Harassment ²	Physically inflicting unwanted pain or circumstances on another person repeatedly (Eg hitting, tripping, pushing, kicking, punching, choking, biting, spitting, hair pulling, smacking, scratching, locking in a room)
Indirect Harassment ²	Damaging property, taking possessions, extortion, intimidation
Bullying ²	Repetitive direct or indirect harassment
Criminal activity ³	Assault with a weapon, grievous bodily harm, serious theft, sexual abuse

Types of Harassment	Sexual Harassment
Common misconceptions that are not harassment ¹	One off comment about looking presentable
Direct Harassment ²	Touching or brushing against someone deliberately without their permission, whistling, gesturing or making comments about a person's body, telling offensive jokes
Indirect Harassment ²	Spreading rumours or making offensive remarks about sexuality, showing or communicating pictures or writing that the other finds offensive
Criminal activity ³	Sexual abuse

Types of Harassment	Racial Harassment
Common misconceptions that are not harassment ¹	Asking about a person's origin or cultural identity
Direct Harassment ²	Making racial slurs, nasty and degrading comments about a person's skin colour or culture, telling offensive jokes about a particular country or culture
Indirect Harassment ²	Covertly excluding someone because of their skin colour/culture
Criminal activity ³	Racial vilification

¹ This should be handled by the school where appropriate but not treated as Harassment
²This should be handled by the School
³This should be handled by the police or other appropriate authorities