



## ANTI-BULLYING & HARASSMENT POLICY

At Salisbury Heights Primary School all students have the right to feel safe. Bullying is serious. This policy explains what bullying is, how you can report it and what we will do to stop it.

The terms bullying and harassment are often used interchangeably. However, harassment and bullying are quite different.

### Harassment

Harassment involves the targeting of an individual due to him/her belonging to a particular social group. Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; physical characteristics; gender; sexual orientation; marital; parenting or economic status; age and or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour or may be a single act.

### 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. Conflicts or fights between equals and single incidents are not regarded as bullying.

**At Salisbury Heights Primary School we strive to prevent bullying or harassment by:**

- using the curriculum to teach students about respectful relationships, Civics and Citizenship
- developing shared understandings and documenting our expectations
- teaching students appropriate grievance procedures, anti-bullying and countering harassment strategies
- teaching students the skills of conflict resolution and problem solving
- teaching the difference between assertive aggressive and passive responses
- teaching students about responsible reporting and bystander behaviour
- teaching for and about diversity
- providing professional learning for staff.

## **When bullying or harassment occurs we intervene by:**

- counselling students who have been bullied
- talking with parents or caregivers about the situation
- putting consequences in place for those who bully others
- teaching students to respond appropriately if they witness bullying

## **We follow up by:**

- monitoring the situation between the students
- talking with parents or caregivers about strategies
- reviewing procedures to ensure their effectiveness.

## **What can your child do if they are bullied or harassed?**

At Salisbury Heights Primary School we teach a range of strategies that students can use if they are harassed or bullied. These strategies include:

- Tell the other person 'I don't like that' in a strong and confident voice.
- Tell a trusted adult, such as a teacher, parent or friend. Ask them to help you work out what to do.
- If bullying is happening on your phone or the internet, do not respond to the messages. Keep messages and posts that hurt you or write down what happened and show an adult. Ask for help to put a block on your mobile device (iPod Touch, iPad, phone) or social networking page so you don't get the bullying posts or texts.

This list of strategies is not exhaustive. Please refer to the **Bullying - No Way** website for further information ([www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)).

If you would like further information about the Anti Bullying and Harassment Policy or you would like to know anything else about our school, please contact us.

Salisbury Heights Primary School

Ward Street

SALISBURY HEIGHTS 5109

Phone: 8258 7299

Fax: 8281 5861

Email: [dl.1177.info@schools.sa.edu.au](mailto:dl.1177.info@schools.sa.edu.au)

### **For further information:**

Kids Helpline	1800 551 800
CYFS Salisbury	8209 4910
Child Abuse Hotline	131 478
Parent Helpline	1300 364 100

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

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