



# SADDLEWORTH PRIMARY SCHOOL

## RESPECT- ACHIEVEMENT- KINDNESS

### Bullying and Harassment Policy

At Saddleworth Primary School all students have a right to a safe, secure and caring learning environment. Therefore, we do not tolerate bullying or harassment in any form. Our Staff are committed to ensuring a safe and supportive environment, which promotes personal growth and fosters positive self-esteem for all. We aim to maintain a setting in which everyone feels valued and respected and where individual differences are appreciated, understood and accepted.

Bullying and harassment are defined as follows:

**Bullying** is when there is an inappropriate use of power. When a person or group of people hurts (emotionally/physically) or frightens another person deliberately and repeatedly.

**Harassment** is unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. It is usually one isolated incident.

Repeated, ongoing harassment by a person can be defined as bullying.

#### **TYPES OF BULLYING**

**Physical:** examples include-

- Hitting, punching, slapping kicking
- Pushing, strangling
- Pinching, scratching
- Throwing things at someone
- Getting another person to harm someone

**Verbal:** examples include-

- Mean and hurtful name calling
- Threatening
- Racial harassment
- Demanding money or possessions
- Spreading rumours
- Trying to get another student not to like someone
- Offensive notes

**Non-Verbal:** examples include-

- Threatening and/or rude gestures
- Deliberate exclusion from a group or activity
- Removing and hiding and/or damaging other's belongings

**Sexual Harassment:** examples include-

- Inappropriate touch





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- Touching someone when they don't want to be touched
- Not respecting personal space
- Teasing about boyfriend/girlfriend
- Unacceptable sexual comments/actions

**Cyber Bullying**: examples include-

- Messages sent on mobile phones, gaming or through apps

### **SPS response to harassment and bullying:**

All Saddleworth Primary School staff will:

- Be models of respectful, caring and tolerant behaviour
- Listen to acts of bullying and act upon them
- Record identified bullying incidents
- Act to stop the behaviour recurring
- Use restorative practices to talk through issues with students, with the aim of improving relationships and restoring a safe environment for everyone involved
- Communicate with parents/caregivers about the situation and steps taken

Each incident of harassment or bullying is different. Staff use their professional judgement in consultation with the Principal; and school policies in dealing appropriately and fairly with each incident. Students who exhibit bullying behaviours will be supported to develop, restore and maintain positive interactions and relationships with others.

**Students who are bullied** need to:

- Communicate the behaviour to a staff member, a peer whom they trust or a parent

**Students who are witness** to bullying should:

- Intervene if they are able to
- Seek staff assistance

**Parents and community members** should:

- Listen to the reports of bullying
- Speak directly to the Principal if the bullying is happening at the school and work with the school in seeking a permanent solution

All parties (students, staff, parents and community members) are expected to treat each other with respect and dignity to ensure the confidentiality of any issues which may arise.

**Principal:** Matt Norman

**Governing Council Chairperson:** Amanda Vandeleur

**Date:**

**Review Date:**

