- Encourage and sustain open communication
- Encourage ownership of issues
- Give high priority to acknowledgement of behaviours required
- Promote learning through questioning
- Support the development and use of thinking
- Provide opportunities for children to acces and practice conflict resolution skills

Responsibilities of Parents/Caregivers

- Support the school's Bullying & Harassment Policy
- Discuss bullying and harassment with your child to help them recognise the importance of taking responsibility
- Counsel your child about seeking support from school if the need arises
- Be a positive role model for your child
- Respond to communication from school

Allow reasonable time for issues to be addressed by school staff

Grievance Procedures for Students

If you are bullied/harassed at school:

- Try ignoring
- Move away
- Try communicating how you feel
- Tell the person to stop

If you are bullied/harassed again:

- Tell the person to stop
- Tell a teacher you trust—tell them exactly what happened
- Tell someone on your network (friends or adults you can trust)

The teacher will:

- Speak to the person involved
- Tell your class teacher & a member of leadership

If you are bullied/harassed again:

- Tell a trusted teacher or go straight to the principal, deputy or school counsellor
- Tell your parent/caregiver and ask them to contact the school

If you see bullying/harassment:

- Support the person being bullied/harassed
- Tell the bully to stop in a peaceful way
- Tell a trusted teacher or leader

Caring, Sharing and Achieving Together

Bullying & Harassment Policy

Kirton Point Primary School Bullying & Harassment Policy

What is Bullying?

Bullying is unwanted, aggressive behaviour that involves real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time.

Types of Bullying:

Examples of physical bullying:

- Damaging other people's property
- Spitting
- Hitting, kicking, pinching, tripping, pushing, punching
- Fighting

Examples of verbal bullying:

- Name calling
- Teasing/taunting
- Swearing/abusive language
- Put downs
- Inappropriate sexual comments
- Making threats
- Talking behind other people's backs

Examples of emotional bullying:

- Peer pressure
- Intimidation
- Excluding people
- Body language
- Spreading nasty rumours
- Playing nasty jokes

What is Cyberbullying?

Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers and tablets.

These devices allow access to communication via social media sites, text messages, chat and websites.

Examples of cyberbullying:

- Mean text messages or emails
- Rumours sent by email or posted on social networking sites
- Embarrassing pictures, videos, websites or fake profiles

What is Harassment?

Harassment is defined as treating others in a way that makes them feel embarrassed, offended, uncomfortable, afraid or upset. It can be physical, verbal, sexual or racial and may include:

- Teasing, name calling, making rude gestures
- Unwanted touching
- Making threats
- Hitting, pushing, kicking, tripping, pinching
- Hiding/destroying property
- Derogatory comments or personal character attacks

Harassment can be from student to student, student to adult, adult to adult or adult to student.

At Kirton Point Primary School, we value working and learning in physically safe and emotionally supportive surroundings. We foster a harassment-free and bullying-free learning environment through:

- Developing positive relationships based on trust, open communication, teamwork and regard for individuals
- Implementing programs based on social justice principles
- Developing success-oriented learning environments
- Resolving conflict peacefully
- Teaching students and adults about how to prevent and/or respond appropriately to bullying and harassment
- Teaching students and adults about the school's procedures around reporting/ dealing with harassment, bullying and grievances
- Use of teacher facilitated programs such as *Play is the Way*

Responsibilities of Students

- Recognise and take responsibility for their own behaviour
- Problem solve in a non-violent way
- Use thinking skills in situations of potential conflict
- Use appropriate assertiveness
- Respond positively and peacefully
- Negotiate
- Implement grievance procedures when required

Responsibilities of Teachers/Staff

- Support Behaviour Management and Grievance Procedures (see policies)
- Model strategies for resolving behaviour/ harassment situations in a non-violent, non-aggressive manner
- Cater for different learning styles and needs
- Develop positive relationships with students and adults