Miltaburra Area School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence are hurtful and destructive, it is not acceptable in this school and will be dealt with seriously and expeditiously.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

**Bullying is** repeated verbal, physical, social or psychological 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 such as the internet and mobile phones. Bullying of any form or for any reason can have long-term effects on those involved including bystanders. Conflict or fights between equals and single incidents are not defined as bullying.

**Harassment is** behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

**Violence is** the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time. This may constitute an assault, which is a police matter.

**Discrimination** occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability.

Discrimination is often ongoing and commonly involves exclusion or rejection, and may be subject to investigation under the Equal Opportunity Act 1984.

**Miltaburra Area School will**

- Communicate regularly with students and the whole school community about bullying and harassment. How it affects us and what we can do about it.
- Ensure all new staff and new students and their families are aware of the schools anti bullying and harassment policy and student behaviour management procedures.
- Ensure ongoing training and development of staff and students to manage a whole of school approach using the National Safe Schools Framework and the Keeping Them Safe Child Protection curriculum.
- Utilise our Student Management document to promote building of self esteem and empowerment of students.
- Review regularly the school anti bullying & harassment policy involving staff, students, parents and the governing council.
- Enable parents and students to annually acknowledge/agree to the schools ‘Student Code of Conduct’
Staff will

- Develop and foster positive relationships with students and families
- Model appropriate behaviour at all times
- Encourage students to report incidents of bullying & harassment.
- Report all incidents
- Deal with any observed or reported incidents as per student behaviour management policy
- Encourage positive student anti-bullying behaviour

Student responsibilities

- Tell someone if you are being bullied or know of others being bullied
- Don’t bully or harass others or join in
- Help someone who is being bullied or harassed and try to stop it
- ‘Say No’ to bullying and harassment, be an effective bystander

Parent responsibilities

- Encourage children to speak to you or a staff member if they or others are being bullied
- Keep the school informed of concerns about behaviour, their children’s health issues or other matters of relevance
- Be a positive role model for their children

Reporting - a bullying incident, harassment, violence or discrimination.
Parents and students should report incidents of bullying, including cyber bullying, harassment, violence or discrimination to their class teacher in the first instance and, if the incident is unresolved, to someone else on the school staff or the principal.

How to report?
Parents and students may find it helpful to write down the details of the incident as a first step. A face-to-face discussion is usually the best way of reporting an incident and, if they are dissatisfied with the outcome, they can follow up with a written statement with the request for a further meeting. If seriously concerned about the manner in which the school is dealing with an incident, a parent can contact his/her local Regional Office for support.

When to report?
Reporting of an incident should occur as soon after the incident as possible. This gives the school the best opportunity to follow up the incident and intervene.

Response & Action
When an incident is observed or reported the school will use its Student Behaviour Management Policy allowing for flexibility depending on the nature, severity and extent of the incident. All incidents and actions will be documented. This policy is available from the school and on the schools website.
HARASSMENT

What is it?

Any behaviour which is unwelcome and makes you feel uncomfortable, unsafe or fearful.

Bullying
Individual or group
> Hitting, kicking, pinching, pushing, grabbing or shoving you
> Spitting at you or threatening you
> Damaging your work or belongings
> Calling you names, putting you down or teasing you
> Using stand-over tactics or gestures
> Graffiti about you over public places
> Being involved in cyber bullying
> Taking something that belongs to you without permission
> Forcing you to hand over food, money or something else that belongs to you
> Physically forcing or blackmailing you into doing something you do not want to do

Sexual Harassment
Individual or group
> Physical, verbal or non verbal sexual conduct
> Staring, whistling, comments or gestures about your body
> Writing rude or unpleasant comments about you
> Telling offensive jokes or displaying offensive notes or pictures
> Making comments about your sexuality
> Brushing against or touching you when you don’t want them to

Homophobia
Individual or group
> Using words such as "gay", "fag", "dyke", "Leso" in a negative and demeaning manner
> Spreading rumours or making offensive remarks about your sexuality whether true or not

Racial Discrimination
Individual or group
> Calling you names because of your race
> Making degrading comments about your culture
> Deliberately excluding you because of your race
> Telling jokes or showing offensive material

Slander
Individual or group
> Spreading rumours or gossip about you
> Offensive comments verbal or written about you or a group that you identify with.
> Cyber bullying

Social exclusion / isolation
Individual or group
> Deliberately excluding you from a group or social activities
> Influencing others to deliberately exclude you

Discrimination
Individual or group
> Treat any one less favourably because of their Race or culture or ethnic origin
> Physical characteristics, age, ability or disability
> Religion, Parenting or economic status
> Gender, marital status or sexual orientation
> > Discrimination involves exclusion and/or rejection

Cyber Bullying
Individual or group
> Text messages or emails
> Sending filmed or photographed images
> Comments on social networking sites like Facebook

HARASSMENT CAN LEAD TO
> Difficulty in concentrating on school work / work
> Absences from or refusal to go to school
> Feelings of powerlessness
> Feelings of isolation
> Changes in behaviour, communication, and interests
> Stress, anxiety, illness and depression

To promote a harassment free environment
> Think about your actions verbal and non-verbal. How do they impact upon others?
> Be tolerant and accept that we are not all the same
> Be aware of your rights and responsibilities
> Say 'NO' to harassment
> Care for yourself and others

EVERYONE HAS THE RIGHT TO FEEL SAFE

SAY NO TO HARASSMENT

It can occur in different ways, face to face, indirectly via others or by email and mobile phones & through social networking sites like Face book.

It is often hidden from adults and will keep happening if adults & peers do not take action.