

Bullying and Harassment Policy

At Elizabeth Park Schools students have the right to feel and be **safe**

Rationale:

We believe that:

All members of the Elizabeth Park School community have the right to work, study, learn and play in a safe, non-threatening environment free from all forms of bullying, including violence and any form of sexual, racial, verbal and emotional harassment.

Definition:

Bullying and harassment are any **harmful** behaviours that are unwanted, unwelcome or **repeated** and regarded as offensive by a victim. This can occur between students, staff, parents/caregivers or visitors. Bullying in particular is deliberate harmful gestures, words or actions, which are repeated over time.

Types of Bullying and Harassment:

Physical: fighting, kicking, punching, slapping, pushing, inappropriate touching and gestures and invasion of personal space.

Sexual: any unwanted or unwelcome sexual behaviour which makes a person feel offended, humiliated or intimidated.

Racial: acts or communications that are intended to harass, intimidate, or humiliate

students, staff or visitors on account of race, colour or national origin and that reasonably cause them to suffer emotional distress or prevent them from participating.

Verbal: name calling, offensive language, slander, talking behind others back, discussions about boyfriend/girlfriends, inappropriate text messaging, emails, Facebook messages, picking on others because of their appearance, age, religion, gender or disability.

Visual: offensive notes or material, graffiti, inappropriate hand, body and facial gestures.

Implementation:

Prevention Strategies:

- KICK OFF Program: Setting up a successful school year focusing on Play is the Way games/language, rules and routines, Social Education and values.
- Harassment and Bullying Procedure Flowchart.

Intervention strategies:

- Grievance Procedure: '5 choices'
- Bullying Incident Report Form
- Bullying Response Thermometer

Expectations:

- Staff implement and expect students to use strategies
- Students follow grievance procedures
- Bystanders are responsible for reporting **harmful** behaviours

Procedures:

- Introduce KICK OFF Program in Week 0
- Revisit KICK OFF Program during the year
- Revisit the Anti-Bullying and Harassment Policy during the year.

Consequences:

- Counselling (Restorative Justice)
- Following the schools' SBM Policy
- Parent Meetings and involvement
- Refer to IBS