

Anti-Harassment Policy

At Roseworthy Primary we believe that the school is a place where all students have the right to learn and develop in a supportive environment with people who are caring and co-operative. Our aim is to establish a community in which everybody feels valued, respected and safe, and where individual differences are acknowledged, understood and accepted.

We believe everyone has a right to enjoy their time at school.

Definitions

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious or hidden. Bullying can happen:

- face-to-face - eg pushing, tripping, name-calling;
- at a distance - eg spreading rumours, excluding someone;
- through information and communications technologies - eg use of SMS, email, social media.

*Some conflicts between children are a normal part of growing up and are to be expected. Single incidents and conflicts or fights between equals, whether in person or online, are not considered bullying, even though they may be upsetting and need to be resolved.

Online bullying is called **cyber-bullying** and carried out through the internet or mobile devices. Children who are bullied online are also often bullied face-to-face.

Examples of online bullying include:

- sending insulting or threatening text messages;
- publishing someone's personal or embarrassing information online;
- creating hate sites or starting exclusion campaigns on social networking sites.

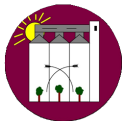
*Online bullying is one potential cybersafety issue for children when they use computers and mobile devices. Learn more about cybersafety at Bullying No Way.

Harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. Harassment may be an ongoing pattern of behaviour, or a single act that turns into bullying. It may be directed randomly or towards the same person(s). It may be intentional or unintentional.

Types of Bullying

- Physical (hitting, kicking, pushing, strangling, throwing things)
- Verbal (name calling, teasing, racial harassment, gossiping)
- Threatening (threatening and obscene gestures, removing or hiding belongings)
- Exclusion (excluding someone from a discussion, group, activity or game)
- Cyber bullying
- Sexual Harassment (for example inappropriate touching, not respecting personal space) or gender specific harassment

Definitions from: <https://www.sa.gov.au/topics/education-and-learning/health-wellbeing-and-special-needs/bullying-and-harassment/identifying-bullying-harassment-and-violence>



Rights and Responsibilities

All students, staff and parents/caregivers have the right to:

- be treated with courtesy, kindness and respect
- express feelings and opinions respectfully
- learn, play and work in an atmosphere of harmony and co-operation
- expect that there will be respect for the rights of all involved
- be valued as an individual

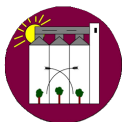
All students, staff and parents/caregivers have the responsibility to:

- treat others with courtesy, kindness and respect
- actively listen to others
- maintain a safe and secure school environment
- develop and take responsibilities for their own actions
- work with and value others, for their individual differences and similarities to achieve their personal best while allowing others to do the same
- not take part in harassment/bullying in any way - zero tolerance
- report incidents of harassment/bullying to a person they feel comfortable with
- understand the role of bystanders and the influence they can have on preventing incidents of harassment and/or bullying
- not share, forward or send text messages, photos or recordings of or about others via electronic devices or the internet without permission

At Roseworthy Primary School, Anti-Harrassment and Anti-Bullying is everyone's responsibility.

A person who is harassed or bullied does not have the problem alone because harassment and bullying adversely affects everyone in the community in one way or another. For example:

- The student who is harassed or bullied (and their family) can suffer emotional and physical distress.
- No one is safe while harassment or bullying is happening, because it creates a climate of intimidation and fear in which effective learning cannot take place.
- Students who are aware of harassment or bullying, but do nothing about it, often feel guilty and ashamed.
- Students who harass and bully and the bystanders can become:
 - de-sensitised to cruelty and injustice,
 - fail to develop social responsibility,
 - and in some cases, become involved at a later stage in workplace bullying and/or other forms of anti-social behaviour.
- The negative way in which the school is perceived in the community



Guidelines for students, staff members and parents/caregivers on what to do in harassment or bullying situations

Guidelines to be followed within the school community:

- Refer to the Roseworthy Anti-Harassment Information Booklet for understanding and strategies – this will be available in classrooms, the Front Office and on the school’s webpage.

All students are acknowledged and valued as individuals, regardless of identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, age, ability or disability or family’s marital, parenting or economic status.

- Principal and staff have a responsibility to fairly, reasonably and consistently implement the Code of Conduct and Behaviour Management procedures.
- Students regularly engage in learning about anti-harassment and anti-bullying so they recognise it. During this learning students are reminded to report incidents to teachers, knowing that all staff members are available to support them and help stop it from happening. Students are also made aware that incidents must be reported as soon after the incident as possible.
- Parents/caregivers should contact the school, class teacher, principal, or a staff member with whom they feel comfortable if they believe that their child or another child is being bullied.
- All staff members must follow procedure if an incident of bullying is reported to them.
- All teachers have a responsibility to respond to, investigate, follow up and monitor incidents of harassment or bullying.
- Cyber incidents should also be reported to the social media site and www.esafety.gov.au, if necessary.

In summary, the Roseworthy Primary School community will continually endeavour to establish and maintain a culture that is cohesive, supportive and inclusive with a zero tolerance of harassment and bullying. The implementation of a range of anti-harassment programs provides students with strategies to develop positive social and working relationships and contributes to the creation of a caring school environment. Students, parents/caregivers and staff members are supported by the provision of a variety of anti-harassment and anti-bullying resources, programs, professionals and outside agencies.

Evaluation: *This policy will be reviewed as part of the school’s review cycle*

This policy was last ratified by Governing Council in:	November 2023	Review 2026
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