

What Can Parents Do?

By the time children tell their parents they are being bullied, they may have tried everything they can to deal with it on their own. Telling parents is often a very hard step to take.

As a first step, it is usually best to:

- Encourage your child to talk through it as far as he or she wants to, so you get the basic facts straight
- Try to keep an open mind, remembering you are hearing one part of the story only
- Ask questions gently
- Help your child reflect on what has been done so far
- Help your child work out what might be done

Never try to sort out the bullies yourself. This rarely works and often makes matters worse.

It does not help if parents:

- Get angry or upset
- Make the child think it is not important
- Blame the child or the school
- Accuse people without knowing the facts
- Look for easy solutions

Make an appointment to see the Principal, the class teacher, the Counsellor or whoever you think would be best to see, in a way that makes it clear to the school that you see yourself and the school as partners in trying to fix this problem. Tell the school what you and your child would like to do, and ask them for ideas as well.

With your child, check out the website:
www.bullyingnoway.com.au

What will the school do?

All incidents of bullying and harassment, which are reported to the school, will be addressed in a Restorative manner.

Actions may include:

- Speaking with all students involved including bystanders
- Parent notification
- Restorative meeting with the Principal, Deputy Principal or Counsellor
- Listening to victim and their ideas of outcomes
- Sharing conference with bully and victim
- Follow up by School Counsellor (Pikas Method of Shared Concern and No Blame Approach)

Consequences for bullying may include:

- The important issue is to reduce the ongoing behaviour
- On-going Restorative meetings
- Time out or suspension
- Interview with student and parent
- Case management (violence or persistent behaviour)
- Documentation for files
- Counselling

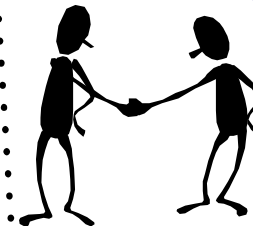
The school will take a pro-active stance, by promoting co-operative learning and character development through:

- Assertiveness training for students being bullied
- Anger management where required
- Promote relevant learning with a focus on co-operation, resilience and accepting differences through Bounce Back program and other programs
- Reinforce the school's Code of Conduct and Student Grievance Procedure
- Help all students understand the responsible use of power in relationships
- Explicit teaching on recognising bullying behaviour and the role of the bystander

**ALLENDALE EAST
AREA SCHOOL**

BULLYING & HARASSMENT POLICY

Prepared by
students, parents and
staff at Allendale
East Area School



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School Values

What are our Beliefs?

At Allendale East Area School, staff, parents and students work together to foster a learning environment that is safe, supportive and inclusive.

Through our current school values of Respect, Courage and Excellence we endeavour to engage every student in challenging and relevant learning experiences that value a diversity of ideas and approaches and encourages each child to have a sense of security and self worth.

As part of the Australian Community this school believes that bullying and abuse in all its forms are unacceptable aspects of human relationships.

- **Bullying is not about difference.** It occurs because of people's inability to accept and value difference
- **Bullying is everyone's business**
- **Bullying is a form of violence**
- **A partnership of staff, parents and students** can actively reduce bullying and harassment at Allendale East Area School

What is Bullying?

Bullying occurs when a person or a group of persons deliberately and repeatedly hurt or frighten somebody less powerful than themselves for no reason. This may be done in various ways:

Physical

- Pushing, hitting, tripping, kicking
- Hiding or taking another's belongings

Verbal

- Spreading rumours, teasing and name calling, threatening
- Making fun of people's abilities, weaknesses or achievements
- Making fun of people's skin colour, physical features, race, religion or accent

Sexual

- Touching in an unwelcoming way
- Comments as rumours of a sexual nature or about sexual orientation
- Teasing about parts of the body

Cyber

- Emails, texting, phone calls or photos used to tease or intimidate

Indirect

- Deliberate exclusion from activities or friendships
- Spreading rumours, nasty looks and gestures
- Watching or encouraging others to participate in any of these behaviours

It is not considered to be bullying if people of equal strength or power have an odd quarrel or fight.

Harassment

- Any behaviours that are uninvited, unwelcome and unwanted that cause another person to feel hurt or uncomfortable

What can students do?

Ask the student who is bullying you to stop

If this doesn't work:

- Talk to your class teacher or any teacher who you feel comfortable talking to
- Talk to your parents
- Talk to a Student Counsellor or talk to friends
- Keep reporting the harassment as often as it continues
- Ring Kids Helpline 1800 551 800 or visit their website www.kidshelp.com.au

If you are a friend:

- Support your friend who is being bullied
- Encourage others to support them
- Listen to your friend, and encourage them

If you are a Bystander:

- Tell the bully to stop
- Get an adult to help
- Tell a teacher what you saw

If you are a bully:

- Put yourself in the position of the other person
- Ask: "What does it feel like to be bullied?"
- Talk to a teacher or counsellor - they may help you change your behaviour positively

Have your say:

- Join the Student Bullying Committee
- Bring up issues at SRC or class meetings