



At Fulham Gardens Primary School All students have the right to learn and play in a safe and supportive environment, therefore we take incidents of Harassment, Bullying and Violence seriously. This policy explains how we can work together to prevent, report and deal with issues

A DEFINITION OF HARRASSMENT, BULLYING & VIOLENCE

Harassment

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 a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Bullying

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. Conflict or fights between equals and single incidents are not defined as bullying. Bullying of any form or for any reason can have long term effects on those involved including bystanders.

Violence

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.

BULLYING & HARASSMENT

- May involve hitting, kicking, pinching (physical); name-calling, teasing, threats (verbal); notes, graffiti, text messages, sending filmed or photographed images, comments on social networking sites (visual/written); stand-over tactics, gestures (psychological); rumours, putdowns (social exclusion); physical, verbal or nonverbal sexual conduct (sexual).
- may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones)
- involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- has an element of threat
- can continue over time
- is often hidden from adults
- will be sustained if adults or peers do not take action.

What to do if you feel you are being subjected to bullying, harassment or violence

We encourage students to use various strategies

- Ignore it
- Tell the person the behaviour is inappropriate
- Report the incident immediately to a trusted adult, parent, teacher, chaplain, principal about where the incident happened, how often it has happened and what you have done to try and stop it happening

When to report it

- Report the issue immediately to a trusted adult as soon as it happens. Do not ignore it. It could get worse if you do not report it.

What we do at Fulham Gardens Primary School to reduce harassment

If an incident of harassment happens at Fulham Gardens Primary School we use prevention, intervention and post-intervention strategies.

Prevention strategies include:

- using the curriculum to teach students about respectful relationships, civics and citizenship
- developing programs to help students to participate and have a say in their learning
- teaching students about social skills, violence prevention, conflict resolution, anger management and problem-solving
- developing policies which promote student safety
- teaching for and about diversity
- Providing professional learning for staff in collaboration

Intervention strategies include:

- counselling students who have been bullied
- talking with parents and caregivers about the situation
- putting consequences in place for those who bully others
- teaching students problem solving strategies
- ensuring students know how to address bullying
- effectively and respectfully

Post-intervention strategies include:

- monitoring the situation between students to ensure that their safety and well-being are maintained
- talking with parents and caregivers about strategies
- reviewing our yard duty procedures to make sure they are effective
- dealing with hotspots in the yard
- reviewing and evaluating behaviour codes in the yard

AT FULHAM GARDENS PRIMARY SCHOOL WE BELIEVE THAT:

Harassment, bullying and violence is the systematic abuse of power. It is not simply about difference. It may occur because of people's inability to accept and value differences. Countering harassment, bullying and violence is everybody's business.

OUR SCHOOL VISION

Fulham Gardens Primary School will be a vibrant community where learning occurs in a safe and supportive environment. The key elements of our vision:

Supportive Environment

Quality Facilities

Opportunities

Real Learning

Healthy Environment

SUPPORT

The following websites are available for additional information to support students and families in their understanding.

www.cybersmart.gov.au
www.bullyingnoway.com.au



Government of South Australia
Department for Education