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## WHAT IS BULLYING & HARASSMENT?

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### **Bullying**

Bullying is abuse of power, where a person or group use behaviour to hurt, upset, scare or shame another person

### **Harassment**

Harassment is unwanted and unwelcome behaviour that is usually, but not always, repeated

Bullying and harassment at school can involve students, teachers, school support staff and parents

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## BULLYING AND HARASSMENT HAPPENS IN DIFFERENT WAYS:

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**PHYSICAL** - hitting, pushing, touching, rubbing, grabbing, taking/damaging property, spitting and using a weapon

**SEXUAL** - any unwelcome written, verbal or physical contact of a sexual nature

**VERBAL & WRITTEN** - spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, rumour spreading

**FACE & BODY SIGNALS** - looks, stares, facial expressions, hand signals

**CYBER** - using emails, voice and text messages, photographic and video images, Snapchat, Facebook, Twitter & emerging technologies

**GRAFFITI** - using pictures, tags or words

**GROUP** - forming groups to leave out, ignore and disrespect others

**INDIRECT** - influencing or organising others to bully or harass (being a bystander)

**DISCRIMINATION** - Discrimination in schools is against the law and harms relationships.

Bullying and harassment can be about discrimination based on a person's

- Sex** - being female or male
- Gender** - acting masculine or feminine
- Cultural & Spiritual Identity/Race/Ethnicity**- cultural beliefs, religion, language, heritage, clothes, food, skin colour or physical appearance
- Appearance** - body shape and size, clothes and accessories
- Disability** - physical, intellectual, medical or psychiatric disability
- Financial status** - how rich or poor
- Age** - how old

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## WHERE CAN BULLYING AND HARASSMENT OCCUR?

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In the school yard or on the oval  
In the classroom  
On the bus  
In the Recreation Room  
On the way to and from school  
On excursions and camps  
In the corridors  
At the toilets  
On the phones and computers  
Anywhere at school .....

Anywhere



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## DO YOU BULLY OR HARASS?

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If you hurt, upset, scare or shame another person a teacher must deal with the problem. You will be given fair opportunity to:

- Show that you are willing to take responsibility for and talk about your behaviour
- Show that you are sorry for what you did
- Be supported to make suggestions to help repair harm or damage

We will offer you:

- Counselling
- Special programs to help you stop bullying and harassment
- A meeting with your parents /caregivers

If you continue to bully and harass, you will face more serious consequences, according to our school's Code of Behaviour

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## WHAT TO DO IF YOU ARE BEING BULLIED?

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- If you are being bullied in the yard tell a yard duty teacher first
- If you are being bullied in the classroom tell your class teacher first
- Make an appointment to see the School Counsellor, IELC Coordinator, Assistant Principal or Principal for help. If you need support take a friend
- Tell your parent or caregiver, and ask them to contact the staff at the school

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**DON'T WATCH BULLYING HAPPEN!  
DON'T BE A BULLYING BYSTANDER**

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A bystander is an onlooker or spectator to bullying and harassment. Be part of the solution not part of the problem

- Let the person doing the bullying know that what they are doing is wrong
- If you watch silently, laugh, clap, encourage or film you are helping the bully
- Help the situation by taking away the audience - WALK AWAY!
- Use assertive body language and say "Stop it. Leave them alone!"
- Encourage the person who is being bullied to get away from the situation and seek help from an adult
- If you know someone is being bullied it is your responsibility to tell a teacher, Assistant Principal, IELC Coordinator, Principal or School Counsellor



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**WHAT DOES THE SCHOOL DO ABOUT BULLYING?**

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At Pennington School R-7 we do a lot of things to address bullying and repair relationships

**Teachers will teach you how to:**

- Handle bullying and what to do about it
- Be confident and to cooperate and get along with others
- Bounce back and be resilient
- Listen to and support the person who has been bullied
- Keep yourself safe

**The school will**

- Work with the student who has bullied and get them to think about the consequences of their actions
- Give consequences to students who bully others. These consequences may include Time Out or Restricted Play, Take Home or Suspension
- Develop a student action plan with the bully
- Talk with parents of students who bully

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**KIDS HELP LINE FREE CALL: 1800 55 1800**

**WWW.KIDSHelp.COM.AU**

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**24 HOUR TELEPHONE AND ONLINE  
COUNSELLING FOR YOUNG PEOPLE**

**PENNINGTON  
SCHOOL  
R-7**



**BE COOL - NOT CRUEL**

**YOU HAVE THE RIGHT  
TO BE SAFE**

AT PENNINGTON WE VALUE

**PERSISTENCE**

**RESPECT**

**RESPONSIBILITY**

**COURAGE**

**ANTI-BULLYING  
STANDARDS**