

At Highgate we use the following:

Preventive strategies:

Develop a school culture of trust and cooperation

Explicit teaching in classrooms about bullying, conflict resolution, anger management, problem solving, emotional resilience and strategies to be used if bullied using Program

Achieve, Bounce Back, Friendly Schools and Families, Restorative Justice and Quality Start Program

Teaching for and about diversity

Student Voice- developing programs to help students participate and have a say in their learning

Providing professional learning for staff

Intervention strategies

Counseling students who have been bullied and those who are bullying

Talking with parents or caregivers about the situation

Putting consequences in place for those who bully others

Teaching students to support others being bullied or to get help and how not to support the bully

Post-intervention strategies :

Monitoring the situation between students to ensure their safety and wellbeing are maintained

Communicating with parents or caregivers about strategies

Reviewing yard duty procedures to ensure they are effective

Being proactive with problem areas in the yard

Ongoing reviews and updating of behaviour codes and policies.

Web Sites

Where to go for Help

- Parents Help Line
Tel: 1300 364 100
- Bullying No Way: www.bullyingnoway.com.au
- National Child Protection Clearing House www.aifs.gov.au
- Kids Helpline: www.kidshelp.com.au or
1800 55 1800 (Toll free Australia wide)
- Friendly Schools & Families
Website: chpru.ecu.edu.au
- * <http://www.education.unisa.edu.au/bullying/>



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Highgate School

Anti Bullying and Harassment Policy

At Highgate School

we believe that everybody:

- has the right to be treated as a worthwhile, important individual.
- has the right to come to school feeling happy, secure and comfortable.
- has the responsibility to keep others safe

Bullying Is

Repeated and unjustifiable behaviour Intended to cause fear, distress and/ or harm to someone else. May be physical, verbal or psychological in a direct or indirect

Physical	<ul style="list-style-type: none"> • Hitting, slapping, punching, kicking, pushing, strangling, spitting, scratching, biting, pinching, throwing things • Getting another child or adult to harm someone.
Verbal	<ul style="list-style-type: none"> • Mean and hurtful name calling • Teasing • Demanding money or possessions • Spreading rumours
Psychological	<ul style="list-style-type: none"> • Threatening and/or obscene gestures • Deliberate exclusion from a group or activity • Setting others up • Removing and hiding and/or damaging others' belongings Writing notes about others • Forcing another to act inappropriately against their will e.g. damaging property, stealing • Getting others to dislike someone else
Racial and Sexual Harassment	<ul style="list-style-type: none"> • Sexual behaviour which is deliberate, uninvited and unwelcome • Commenting about a person's sexuality • Picking on someone because of their beliefs, values, customs or appearance.
Cyberbullying	<ul style="list-style-type: none"> • Using SMS or voice to harass/bully others • Using MSN or similar to exclude, write offensive messages or spread rumours • Using digital recording devices (video/still) to violate the privacy of others • Using social networking sites to post deliberate misinformation about others (eg Myspace, Facebook) • Using email to harass (text or graphics)

Anti Bullying and Harassment Policy

Bullying is any action that is repeated, intentional and unwelcome, which causes distress.

Bullying stops people reaching their potential. It interferes with their learning and the way they feel about school and impacts on their safety, health and wellbeing.

When bullying occurs it is important that all instances are taken seriously and addressed as soon as possible.

The Highgate Schools community is committed to dealing with bullying and skilling all members to deal with bullying when it occurs.

What students can do

- Tell the bully to stop. State clearly that the behaviour is unwelcome and offensive.
- Ignore the bully and walk away.
- Seek help. Talk to someone you can trust and feel confident will support you.
- Ask a peer to help you get help.
- Talk it over openly with your parents.
- Do not respond with physical or verbal abuse.
- If you experience bullying on the way to or from school, tell your parents and walk home with a friend. Tell someone at school.

If it happens to someone else:

- Tell the bully to stop.
- Support the person being bullied.
- Encourage the person being bullied to tell someone.
- Seek help.
- Tell a trusted adult.

What staff will do

- Listen and offer immediate support.
- Arrange a meeting with all concerned where:
 - * Each person, in turn, tells what has happened to them. (Just facts)
 - * Listen to others while they tell their story
 - * Each person tells how they feel
 - * Each person states what they need if the problem causing the conflict is to be solved.
 - * The mediator helps both sides to work out strategies and reach an agreement.
 - * If necessary, meet at an agreed time frame all concerned to discuss how things are going and what other strategies/or support is needed.

What Parents can do

- Encourage talking: it may be difficult but be patient.
- Try not to overreact, listen calmly. Try to work out the facts.
- Give assurances to your child that they will be supported.
- Reassure your child that the bullying is not happening because there is something wrong with him or her.
- Identify reasons why bullying is hurtful and explain that not responding helps in stopping the unwanted behaviour.
- Alert the school to the problem. Report the matter to a staff member . Make a time to explore the problem in full.
- Tell your child that physical or verbal retaliation on their part is NOT the answer.