



BULLYING & HARRASMENT POLICY

SUMMARY

Willunga Waldorf School will not tolerate bullying. All members of the school community are committed to ensuring a safe, nurturing educational environment, which promotes personal growth and positive self-esteem for all.

RELATED POLICIES AND PROCEDURES

Related school Policies, Procedures and Guidelines	<ul style="list-style-type: none"> • Mandatory Notification Procedure • Grievance Policy and Procedure: staff, student • Bullying and Harassment Policy • Codes of Conduct: Staff, Volunteers • Recruitment Policy • Critical Incident Policy and Procedure • Social media policy • Excursion, Camps and Billeting Policies • Transport of Students • Drug Policy • Behaviour Education Policy
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Version	1.1
Publication Date	2015
Review Date	2019
Next Review Date	Aug 2020
Related Legislation and Regulatory Requirements	UN Conventions of the Rights of the Child Children's Protection Act 1993 (SA) Equal Opportunity Act 1984 (SA) Teacher Registration and Standards Act 2004 (SA) Education and Early Childhood Services (Registration and Standards) Act 2011
Early Childhood Legislative requirements	
Cross sector Guidelines (SA)	Child Safe Environments: principles of good practice Protective Practices for staff in their interactions with children and young people
Applies to	Staff and volunteers in schools, early childhood education and care services / Education and care leaders / corporate leaders
Responsibility	Head of School
Ratified by Council	



HS004 – BULLYING & HARRASEMENT POLICY

Willunga Waldorf School will not tolerate bullying. All members of the school community are committed to ensuring a safe, nurturing educational environment, which promotes personal growth and positive self-esteem for all.

What is bullying?

- Bullying is a repetitive act of aggression causing embarrassment, pain or discomfort to another:
- It can take a number of forms- physical, verbal, emotional, gesture, extortion and exclusion
- It is an abuse of power
- It can be planned and organised or it may be unintentional
- Individuals or groups may be involved

Some examples of bullying include:

- Any form of physical violence such as hitting, pushing or spitting on others
- Interfering with another's property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Using put-downs, belittling others' abilities and achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another's gender, culture, religious or social background
- Hurtfully excluding others from a group
- Making suggestive comments or other forms of sexual abuse
- Ridiculing another's appearance
- Forcing others to act against their will

If we are bullied:

- We may feel frightened, unsafe, embarrassed, angry or unfairly treated
- Our work, sleep and ability to concentrate may suffer
- Our relationships with our family and friends may deteriorate
- We may feel confused and not know what to do about the problem

WHAT DO WE DO TO PREVENT BULLYING AT WWS?

The WWS Health and Social Education curriculum is designed to educate students about age appropriate and responsible stewardship of self and the social environment. WWS is a student centred school with a commitment to working out of a profound understanding of child development. A focus exists on strong relationships of trust and respect between the teacher and students; excellent interpersonal communication within the school community and a recognition of the individuality of each child.

As a school community we encourage speaking up and reporting on any cases of bullying. We discourage secrecy and collusion through silence.

THIS REQUIRES STAFF TO:

- Be role models in word and action at all times
- Be observant of signs of distress or suspected incidents of bullying
- Make efforts to remove occasions for bullying by vigilant observations during supervision duty
- Arrive at class on time and move promptly between lessons
- Encourage the victim to speak up; listen to the victim with concern and without judgement; let the student know that telling you about the bullying is the right thing to do; take the time to follow up reports.
- Take steps to help victims and remove sources of distress without placing the victim at further risk
- Report suspected incidents to the appropriate staff member such as Class Teacher/Guardian, Learning Support teacher, parent etc

THIS REQUIRES STUDENTS TO:

- Refuse to be involved in any bullying situation.
- If appropriate take some form of preventative action if you witness any incident of bullying.
- Report the incident or suspected incident and help break down the code of secrecy

If students who are bullied have the courage to speak out, they may help to reduce pain for themselves and other potential victims.

THE TEACHERS RECOMMEND THAT PARENTS/GUARDIANS

- Watch for signs of distress in their student, eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothing or bruising;
- take an active interest in your student's social life and acquaintances;
- Advise your child to tell a staff member about the incident. If possible allow him/her to report it and deal with the problem him/herself. He/she can gain much respect through taking the initiative and dealing without parental involvement.
- inform the relevant staff if bullying is suspected;
- keep a written record (who, what, where, when, why, how);
- do not encourage your child to retaliate;
- communicate to your child that parental involvement , if necessary, will be appropriate for the situation;
- be willing to attend interviews at the school if your child is involved in any bullying incident;
- be willing to inform the school of any cases of suspected bullying even if your own student is not directly affected

When staff, students and parents/guardians work together we create a positive, mutually supportive and cohesive environment.



Abusive Language – regarded similarly to violent / aggressive behaviour

We believe that it is extremely important to help students become aware and mindful of the language that they use.

We recognise the power of abusive language when it is directed with intent to injure. Students who continually use abusive language with fellow students or staff will be responded to in the same manner as that enacted for violent or aggressive behaviour.

RECOMMENDATIONS IF HARASSMENT OCCURS:

WHAT THE SCHOOL WILL DO:

With abusive behaviour (verbal, emotional or physical) the following procedure will apply

- Immediate follow up:
- Ensure that the victim and the bully are removed from danger, are safe and receive the appropriate care/attention
- Follow up the incident with all parties concerned
- If possible have written statements from those involved and witnesses
- If violence is extreme, parents/guardians will be contacted immediately and the student will be sent home for the rest of the day.
- Incident written out on an Incident Form/injury form and a copy given to parents/guardians/, Class Teacher and Office staff for the student's file (on the day of the incident)
- Direct communication made from the school to the parents/guardians

ASSESSMENT OF THE NEED FOR FURTHER COUNSELLING OR EDUCATION PROGRAMS:

- Follow-up meetings with staff, student and parents / guardians to establish clear behaviour goals and expectations.
- Implementation and monitoring of relevant programs /counselling / contracts
- Further aggressive or violent behaviour may result in suspension
- Re-entry will be dependent on an interview and contractual agreement which identifies the desired behaviour and the support strategies for the student.



SCHEDULE OF AMENDMENTS

Review Version 1.0	F Hickman	2015
Review Version 1.1	by Katrina Kytka, Head of School..	Reviewed 26/02/2019 Introduction amended to reflect growth of school. Gendered language amended. Updated to include any changes to practice.