

Pooraka's Grievance Procedures



"Everyone has the right to feel safe and secure"

If you are bullied, harassed, teased or made to feel unhappy by someone, you can...

Try to solve it yourself first

- Ignore them
- Walk away
- Tell them to stop it
- Use an 'I' statement (e.g. "I feel sad when you laugh at me.")
- Tell them they are breaking the school rules



*If that doesn't work **PERSIST***

Try to solve it with the help of a friend

- Talk to friends for ideas or support
- Ask a friend to come with you to speak to the person
- Raise it at a class meeting (through your Junior Council)



*If that doesn't work **PERSIST***

Solve it with a trusted adult

- Report it to an adult (e.g. teacher, SSO etc.)
- Decide with them what you will do and see if it works
- Go to a special contact person/staff member like the Counsellor, Deputy, Principal. They will decide what action to take



Some problems may need an adult immediately

If you don't tell someone, people may think that everything is all right.
If it happens again, persist and keep reporting it.

Pooraka Primary School Student Anti-Bullying Policy

2016



At Pooraka Primary School.....

- **Everyone has the right to feel safe.**
- **Everyone has the right to be treated with respect**

Therefore, we take bullying seriously.

This policy explains what bullying is and what to do if you are bullied. The policy was developed with the help of staff, students and parents/caregivers at Pooraka Primary School.

What is Bullying and Harassment?

Bullying and Harassment are acts or behaviours that are **deliberate** and directed towards individuals or groups of people. Bullying can develop into a pattern of behaviour that can occur for some time unless action is taken to stop it. Bullying and Harassment can make people feel:

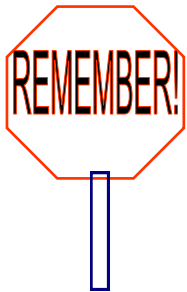
- scared
- anxious
- angry/annoyed
- sad/put down
- frightened
- offended
- ashamed
- hurt
- worried
- uncomfortable



At Pooraka we believe...

- No one should bully or harass you
- You have the right to feel safe at school
- You have rights and the school will support you

If bullying and harassment happens.....



Report it!

Keep on reporting it until you feel safe



Refer to the Pooraka's 'Grievance Procedure' on the back page, or the Grievance poster in all classrooms

Sometimes people who are bullied find it hard to report it. If you know someone who is being bullied, help to support them so they can report it.

Even bullies may need our support to help them stop their behaviour.

Remember, bullying is everyone's problem.

Kinds of Bullying and Harassment

These are examples of ways in which people can be bullied or harassed...

Physical Bullying and Harassment- is hurting or touching someone else. It might be hitting, punching, pushing, biting, kicking, spitting, pinching or scratching.

Verbal Bullying and Harassment- is hurting someone with words. It might be name calling, teasing, put downs or threats made towards you or your family or friends. It may be said to you or to someone else about you.

Non -Verbal Bullying and Harassment-is rude gestures and looks or deliberately following someone so they feel uncomfortable. Being there as part of a group when you know someone is being bullied and not doing anything to stop it.

Cyber Bullying and Harassment- is bullying which uses e-technology as a means of victimising others. It s the use of an internet service or mobile technologies - such as email, chat room discussion groups, instant messaging, web pages or SMS (text messaging)- with the intention of harming another person.

Intellectual Bullying and Harassment- is when someone gives you a hard time because you may be good at your work, or that you may find your work difficult.

Sexual Harassment and Bullying - is teasing about being a boy or a girl.

It might be:

- Teasing and calling you names, rude signs/gestures, comments
- Graffiti or jokes
- Writing or drawing rude or unpleasant messages and pictures
- Putting someone down because he/she is a boy or girl; e.g. saying ... "He likes you" or "She is your girlfriend."
- Unwanted touching

Racial and/or Religious bullying and Harassment- Is teasing someone about or putting down a person belonging to a certain race, religion or culture.

It might be...

- Teasing a person because they have a different skin colour or eye shape
- Put downs about a person's language, culture or religion
- Put downs about food or clothes from another culture
- Teasing about important cultural or religious events that families celebrate eg. Chinese New Year, Reconciliation Week, Australia Day, non-celebration of birthdays, Christmas Day etc.