



HALLETT COVE EAST PRIMARY SCHOOL

Bullying and Harassment

Prevention Policy

Respect – Responsibility – Excellence – Fairness

All students and staff have the right to feel safe, respected and included. We strive for our learning communities to be free from bullying and harassment. Our bullying and harassment prevention policy applies to all students, staff, and members of the school community. It covers incidents occurring on school premises, during school-related activities, and online interactions.

Our vision for all students

To be confident, capable, and engaged young people, prepared to face the challenges of the world with empathy and integrity. We aim to cultivate a community where our learners are knowledgeable, compassionate, and resilient, thriving now and into the future.

Our approach to bullying and harassment prevention

Our school culture promotes learning success and wellbeing. We encourage positive social interactions between all members of the school community. We employ a variety of supportive and proactive strategies to foster a cohesive, safe and respectful environment, offering learning programs and experiences that build resilience, emotional intelligence and growth mindsets. Everyone works together to action our bullying and harassment prevention policy and proactive learning programs.

Definition of Bullying

A national definition of bullying has been endorsed by the Education Council of Australia.

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices. Bullying can be obvious (overt) or hidden (covert).

Bullying has three main features

1. Bullying involves the misuse of power within relationships and occurs when there is a power imbalance. This can occur for example, when multiple children target another child, or when there are differences in physical, emotional, or social development. It is important to understand that conflicts or fights between individuals of equal standing are not necessarily considered bullying.
2. Bullying is characterised by ongoing and repeated behaviour. A single incident of unkind behaviour is not classified as bullying; however, our school will address all such instances of behaviour. An individual act may be considered bullying if it contributes to a pattern of behaviour by others that misuses power and causes harm, or if it is shared online or through technology to a wide audience, resulting in repeated exposure.
3. Bullying involves behaviours that can cause harm, both physical and psychological. This may include injury, as well as reputable harm. Psychological harm may lead to feelings of social isolation or emotional distress. Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.



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Bullying is not the same as:

Being rude – saying or doing something hurtful that wasn't planned or meant to hurt someone, e.g. someone pushing in front of you in the canteen line

Being mean – doing something hurtful to someone on purpose once or twice, for example; a friend refusing to hang out with you one day

Conflict – having a disagreement with a friend, for example; two friends getting into an argument or fight and saying mean things to each other

Definition of Harassment

Harassment is negative behaviour that targets an individual or group, because of their: identity, race, culture or ethnic origin, religion, physical characteristics, gender identity, sexual orientation, age, economic status, ability or disability. Harassment behaviour offends, humiliates and creates an unsafe environment.

Bullying and harassment behaviours are not acceptable in our school community.

You can report bullying or harassment to:

- Principal
- Deputy Principal
- Student Wellbeing Leader
- Classroom Teacher
- Pastoral Care Worker
- Support Staff
- Out of School Hours Care (OSHC)

Students are encouraged to:

- Report incidents of bullying or harassment to a staff member who will assist and support the students through challenges.
- Report the facts of the issue to an adult such as: (What? Who? Where? When? Why? How? and how it made you feel.)
- Support others to make reports about bullying behaviour or harassment to a trusted adult at school.
- Uphold the school's values of Respect, Responsibility, Fairness and Excellence in their interactions with others

Parents/Carers are encouraged to:

- Take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how playtime was spent. Help them to identify the positive things about their day.
- Inform the school immediately if you feel your child may be a victim of bullying or harassment behaviour. Your concern will be taken seriously and appropriate action will follow.
- Maintain a balanced view when your child reports an issue or concern. Keep in mind, there will always be more than one perspective that the school is considering in its actions.
- Ensure your child is fully aware of the school policy concerning bullying and harassment, so that they will not be afraid to ask for help.
- Reassure your child that it is not their fault that the behaviour is happening and that the school will take action to help.



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We will be proactive and responsive in addressing bullying and harassment behaviours.

Supportive school actions for a safe and supportive school community at Hallett Cove East PS include:

- Teaching respectful relationships through the Keeping Safe Child Protection Curriculum.
- Promoting positive school and family partnerships through a focus on community involvement and engagement in whole school activities.
- Developing Gratitude, Empathy and Mindfulness (GEM) through weekly Resilience Project lessons and daily GEM chats in classrooms.
- Establishing class expectations, rules and agreements using a collaborative approach between staff and students.
- Explicit teaching and frequent reinforcement of positive classroom and yard behaviours based on our school values.
- Positive peer connections through student-initiated lunchtime activities and buddy class learning activities.
- Building social competency and emotional literacy through intervention support and small group activities.
- Acknowledging positive behaviours through classroom and assembly recognition.

Responses to incidents of bullying and harassment behaviour at Hallett Cove East PS

In the event that bullying or harassment occurs, the school utilises a range of strategies to minimise harm and repair and restore relationships, this will include:

- Speaking about the incident with students, parents or carers other staff, any other witness or person involved to gather the details of the reported incident. .
- Applying logical consequences to respond to bullying behaviour. For example:
 - Apologise for the harm caused
 - Completing a learning task related to the behaviour
 - Accompanying yard duty teacher
 - Restricted yard play
 - Behaviour agreements
 - Exclusion from school activities
- Developing behaviour support plans for classroom and yard play plans
- Documenting all incidents of bullying and stored in line with our records management procedures.
- Using restorative approaches to repair and restore relationships damaged by harmful behaviour between those involved
- Monitoring and following up with students involved, after the agreed resolution.
- Consider use of system level procedures such as take-home, suspension or exclusion depending on the severity and frequency of the behaviour.

We aim to create a supportive environment for students to thrive academically, socially and emotionally.