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## WHAT IS BULLYING AND HARASSMENT?

### **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, parents and community

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## **BULLYING AND HARASSMENT HAPPENS IN DIFFERENT WAYS:**

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

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

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

**FACE AND 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

**INDIRECT** - influencing or organising someone else to bully or harass

**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 and 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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## **WHAT DOES THE SCHOOL DO TO REDUCE BULLYING?**

If an incident of bullying/harassment happens at Pennington School R-7, we use a range of preventative intervention and follow up strategies to best deal with the situation

- Having a specific focus on Harassment/ Bullying where students are explicitly taught how to handle bullying/harassment and what to do about it
- Teaching students how to be confident and to cooperate and get along with others
- Encouraging students to bounce back and be resilient
- Teaching students about conflict resolution, anger management, problem solving and assertiveness training
- Promoting student voice with all students at the school
- Identifying “Hot Spots” and “Safe Spots” in the yard via Bullying Audit

- Providing Professional Development for all staff on bullying/harassment and how to deal with it
- Teaching students about our school values
- Restorative Procedures are used to repair harm and strengthen relationships

We follow-up incidents of bullying by:

- Counselling students who have been bullied
- Counselling students who have bullied others
- Communicating with Parents or Caregivers about the situation
- Putting consequences in place for students who bully others
- Giving negotiated consequences

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## **HOW CAN I TELL IF MY CHILD IS BEING BULLIED?**

Children who are being bullied at school may not always tell teachers about it. They may be afraid to tell, thinking that it may make the situation worse

This is why, as a Parent or Caregiver, you have an important part to play in helping your child and the school, deal with bullying



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## SIGNS THAT A CHILD MAY BE BEING BULLIED MIGHT INCLUDE:

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- Refusal to go to school and finding excuses not to go (e.g. pretending to be sick)
- Unexplained cuts, bruises or scratches
- Illnesses without any possible cause
- Unexplained change of mood, tension or emotional distress (crying, acting out, periods of sadness)
- Damaged or missing clothing/possessions
- Bed wetting and/or interrupted sleep patterns
- Change in regular behaviour

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## WHAT SHOULD I DO IF I SUSPECT MY CHILD IS BEING BULLIED?

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You may feel anxious or upset if your child tells you that they have been bullied. However, it is important that you remain calm.

- Listen to your child
- Find out what happened from your child who was involved (including bystanders / witnesses), and when and where did the bullying / harassment take place
- It is important to let your child know that telling you about the bullying/harassment was the right thing to do
- Parents or caregivers must not approach other students/parents
- Encourage your child to talk to a staff member
- Talk to the school staff and let them work through the issue with you and your child

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## INFORMING THE SCHOOL

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### GRIEVANCE PROCEDURES

- We believe that it is important that grievances are kept confidential.
- Talking with the school staff about your concern is an important step in solving it.
- Tell the school staff as soon as possible so we can work together to solve the problem.

Parents and caregivers can address their grievances at the school by:

#### Step 1:

Making an appointment to see the classroom teacher to discuss the concern

#### Step 2:

Making an appointment to see the: School Counsellor, Assistant Principal, IELC Coordinator or Principal if you feel as though your concern has not been resolved

#### Step 3:

Contacting the District Director to successfully resolve the matter



# PENNINGTON SCHOOL R-7



**EVERYONE HAS THE  
RIGHT TO BE SAFE**

AT PENNINGTON WE VALUE

**P**ERSISTENCE

**R**ESPECT

**R**ESPONSIBILITY

**C**OURAGE

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