

# What to do...



## WHAT STUDENTS CAN DO

If you experience harassment or bullying, please consider the following strategies:

- Tell the person/s that their actions offend you and ask them to stop. They might not understand that their actions were offensive.
- If possible, ignore the behaviour and remove yourself calmly from the situation.
- If the other person/s does not change their behaviour, approach a teacher, School Counsellor or a peer mediator and ask for help.
- Speak to an adult that you can trust (this could be a parent, guardian, teacher or member of staff).

## Often ignoring harassment or bullying allows it to continue

If you witness or are aware of another student/s being bullied, please consider following these strategies:

- Approach the person who is being bullied and ask them if the behaviour you saw has offended them.
- Provide your support to the person being bullied and try to encourage them to do something about it.
- Encourage the person to speak to a teacher or peer mediator and tell them you are happy to support them.
- Speak to an adult that you can trust about what you saw and what you already understand about the situation (this could be a parent, guardian, teacher or member of staff)

## WHAT PARENTS CAN DO

As a member of the College community, we ask you to take the time to communicate with your child and encourage alternative responses to bullying behaviours. The strategies below apply equally whether your child is the recipient or the perpetrator of harassment or bullying. Watch for signs of distress and possible sources of anxiety.

- Encourage your child to speak up.
- Be careful and realistic about taking the attitude of, *"Not my daughter/son, she/he wouldn't..."*
- Be role models in word and action.
- If your child appears unhappy or unsettled with their life at school, talk to them and encourage them to seek support from the peer mediators or relevant staff.
- Do not interrogate them.
- First point of contact is the home group teacher or house mentor. Matters will be referred to the appropriate staff member according to the Taking Responsibility policy.
- Be careful of the anecdotal and emotional reporting of incidents.
- Monitor telephone calls and electronic communication from school friends and peers.
- Be prepared to discuss issues openly, honestly and objectively.
- Do not encourage retaliation. Instead, discuss ways to problem solve and work towards a solution.
- Be willing to support the College's processes in dealing with bullying.

## WHAT STAFF CAN DO

As a school community, minimising the effects of harassment and bullying is the responsibility of all staff. This requires them to:

- Support the prevention and management of bullying through a range of restorative approaches.
- Be role models in word and action.
- Actively supervise students whilst on yard duty to minimise opportunities for bullying and harassment
- Arrive at class before students, before class, after recess and lunch and move promptly between classes.
- Be available and actively listen to students who report incidents of bullying or harassment.
- Organise a meeting with the students during your break and avoid making conversations public.
- Observe signs of distress or suspected incidents of bullying and intervene where appropriate.
- Support recipients of bullying without placing them at further risk.
- Report instances of bullying to an appropriate staff member (using the *Taking Responsibility Policy* as a guide).
- Foster positive social interactions between students within the college community.
- Actively participate in ongoing professional learning and skills development to minimise the incidence of bullying at Overnewton.