

## Bullet Pointed Summary of Anti-bullying & Harassment Policy

- GST is committed to The National Principles for Child Safe Organisations and rejects all forms of bullying and harassment.
- Conflicts, disagreements, arguments and misunderstandings are part of daily life. Bullying and harassment **must never be**.
- **Bullying:**
  - *is repeated* verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons;
  - includes cyberbullying;
  - can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, religion, sexual orientation or gender identity;
  - can have long-term effects on those involved (perpetrators, victims and bystanders).
- **Harassment:**
  - is the treatment of certain groups of people less favourably than others on the basis of certain personal characteristics;
  - can be a one-off incident can.
- Staff help students understand any bullying or harassing behaviour and its impact with the intention of stopping it happen again.
- Students are given opportunities to express concerns, feelings and actions.
- Classroom materials include age-appropriate materials which address issues of rights, respectful relationships and anti-bullying and harassment.
- IEPs include Social and Emotional Learning strategies to address a student's needs around anti-bullying/ harassment.
- Classroom staff are aware of the following online materials:
  - <https://bullyingnoway.gov.au/understanding-bullying>
  - <https://bullyfreeworld-bully.nationbuilder.com/>
- Classroom staff know how to report, communicate (to families) and help resolve a bullying or harassment incident.