

Anti Bullying Policy.

At Port Noarlunga Aquatics we want all students and staff to feel safe and secure. It is all our responsibilities to make sure this happens

Therefore we take bullying and harassment seriously as they can negatively affect an individual's ability to learn and work. We aim to provide a safe and supportive environment free from bullying, harassment and violence. This policy explains what bullying is, how it can be reported and what we will do to stop it happening.

PORT NOARLUNGA AQUATICS CENTRE ANTI – BULLYING POLICY.

This policy was reviewed September 2013.

At Port Noarlunga Aquatics we believe that:

- Bullying is the systematic abuse of power
- Bullying is repeated verbal, physical social or psychological behaviour that is harmful by one or more people towards an individual or group.
- Bullying includes cyber bullying which is bullying through modern communication and social technologies.

TYPES OF BULLYING

Violence:

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, random act or can occur over time.

Discrimination:

Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation ;marital, parenting or economic status; age and or ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Harassment:

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment.

Sexual Harassment:

Sexual harassment is unwelcome sexual conduct which makes an individual feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances.

Cyber-bullying:

Cyber-bullying is bullying which uses modern electronic technology (Telephone, web pages, e-mail, chat rooms, forum groups, instant messaging, web pages or SMS) as a means of victimising others

WHAT CAN YOU DO ABOUT BULLYING?

If you are bullied or know someone who is being bullied, please report it.

Who do you report it to:

If you are a student tell your aquatics instructor, your teacher or your school counsellor. Talk to your parents or caregivers too.

If you are on staff at PNA tell the staff representative, the union representative, a senior or the instructor in charge.

How to report:

Tell your trusted adult where the bullying happened, how often it has happened and what you have done to try and stop it.

When to report.

Everyone should report bullying to as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

RESPONSIBILITIES OF PNA, INSTRUCTORS AND STUDENTS:

PNA like all DECD schools work within the guidelines of the relevant discipline policies.

The Instructor in charge can exclude students from aquatics even if the behaviour occurred outside of school hours. Police may also need to be contacted if the behaviour is considered illegal.

PNA will also:

- Be flexible and consider the needs of individuals involved in bullying
- Keep the appropriate documentation of the incident.
- Ensure that follow up of individuals occurs after the incident has been resolved.

WHAT WE DO ABOUT INCIDENTS OF BULLYING.

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will put negotiated consequences in place for the person who has been bullying others. Consequences will allow for flexibility
- We will use a process called Restorative Justice to help even the balance, and prevent the repetition of bullying

It is important to realise that these steps may change. At PNA we do not use a "one size fits all" approach. This is because each person is different and each incident of bullying is different.

WHAT WE DO AT PNA TO REDUCE BULLYING.

Prevention strategies include:

- Deliver programs to help students participate and develop new skills and resilience to different situations.
- Teaching for and about diversity and tolerance.
- Modelling appropriate behaviour.
- Using positive games and language.
- Valuing education.

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post intervention strategies include:

- Monitoring the situation between the individuals to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing and evaluating behaviour codes and policies.

This policy will be available on the PNA web site.

USEFUL LINKS & RESOURCES:

<http://www.decd.sa.gov.au/speced2/pages/bullying/>

<http://www.decd.sa.gov.au/speced2/pages/cybersafety/>

DECD Parent Help Line: 1800 222 696

Kids Help Line: 1800 551 800