

Anti-Bullying Policy

Bullying must be taken seriously and is not acceptable in any form at Harmony Russian School of Sydney. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment, and intimidation. Bullying de-values isolates, frightens and affects an individual's ability to achieve. It has long term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and those around them. Teachers, students, parents, caregivers, and members of our school community have the responsibility to work together to address bullying.

Our definition of bullying:

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment, humiliation, domination, and intimidation of others.

Bullying behaviour can be verbal, physical, social, or psychological.

Harmony Russian School of Sydney considers the following behaviours to be examples of bullying:

Physical:

- Hitting, kicking, punching, scratching
- Pushing, shoving, spitting
- Forcing others to hand over food, money or something that belongs to them
- Sexual assault and unwanted 'touching' and
- Making someone do something they don't want to do.

Verbal:

- Name calling
- Teasing, insults, put-downs, verbal abuse, sarcasm, insults
- Threatening of any kind
- Making fun of someone because of their appearance, physical characteristics or cultural background; sexualised comments or innuendo and
- Making fun of someone's actions.

Indirect (social and psychological):

- Excluding others from the activity or the group, ignoring, ostracizing or alienating others
- Spreading untrue stories or slander about others
- Making inappropriate gestures
- Taking, hiding, or damaging something which belongs to someone else
- Sending nasty emails, SMS, instant messages or other public slander; and
- The inappropriate use of websites, chat-sites or camera phones.

Statement of Purpose

All the members of the school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Harmony Russian School of Sydney aims to help students learn to better manage their approach to learning and successfully integrate back into regular schools or alternate settings. The emphasis is to provide students with a safe and caring environment in which they can access quality teaching and learning and be supported in making positive informed choices.

Any inappropriate behaviour that interferes with the teaching, learning and wellbeing of Harmony Russian School of Sydney students is unacceptable.

Students can expect to:

- know that their concerns will be responded to by staff
- be provided with appropriate support

Responsibilities of Members of the Harmony Russian School of Sydney Community

All members of the Harmony Russian School of Sydney community have a responsibility to promote positive relationships that respect and accept individual differences and diversity and actively work together to resolve incidents of bullying behaviour when they occur.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Refrain from bullying others.
- Assist someone who is being bullied.
- Inform Harmony Russian School of Sydney staff if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school.
- Follow Harmony Russian School's anti bullying policy.

Parents and caregivers have a responsibility to:

- Be aware of the school's anti bullying policy and assist their children in understanding bullying behaviour.
- Support their children in developing positive responses to incidents of bullying consistent with the Harmony Russian School anti bullying policy.
- To model appropriate behaviour, respecting individual differences and diversity.
- To reinforce the message that bullying is not accepted or tolerated.
- To instruct their children to tell the appropriate authorities if they are bullied.
- To watch for signs that their child may be bullied.
- To speak to the Principal or Teacher if their child is being bullied, or they suspect that this is happening.

Harmony Russian School has the responsibility to:

- Provide students with strategies to respond positively to incidents of bullying behaviour.
- Provide parents, caregivers, and students with clear information on strategies that promote appropriate behaviour and consequences of inappropriate behaviour.
- Follow up complaints of bullying, harassment, and intimidation.

Staff at Harmony Russian School have a responsibility to:

- Model appropriate behaviour.
- Respect and support students in all aspects of their learning.
- To model appropriate behaviour, respecting individual differences and diversity.
- To reinforce the message that bullying is not accepted or tolerated.
- To treat seriously all reports or observed incidences of bullying.
- To report incidences of bullying to the Principal.
- To be observant of signs of distress or suspected incidents of bullying.
- To ensure that students are always actively supervised.