If further information is required, please refer to the DET Guidelines.

1.0   VISION

The school will have a positive culture where:

- All members (staff, students and parents/carers) feel safe and secure.
- Bullying is not tolerated or accepted.
- All members demonstrate respect for others.

2.0   ACTION

2.1   Our school has adopted a zero tolerance position to bullying.

2.2   Bullying is a repeated action, designed to hurt or harm

2.3   Bullying may consist of physical harm, harassment, verbal insults or hurtful remarks, or actions designed to hurt somebody's reputation, social standing or to cause humiliation.

2.4   Bullying may be carried out directly or indirectly, and may include the use of digital technologies such as social network sites, websites or on-line chat rooms.

2.5   Our school will combat bullying by providing a safe, secure and stimulating learning environment based on the Effective School's model.

2.6   We have adopted a four-phase approach to bullying.

A.   Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Each classroom teacher to build awareness of bullying by clarifying with students the types of bullying, as well as the consequences and impact of bullying.
- Build community awareness and input relating to bullying, its characteristics and the school's programs and response, complemented by clear processes for reporting suspected bullying through the school's communication processes.
- The provision of programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving will form an integral part of our curriculum. In particular, assertiveness training and bystander training that builds skills in children to challenge and/or report unacceptable behaviour will be central to our curriculum.
- Anti-bulling messages and posters will be displayed around the school.
- A Buddy System will be maintained between Prep/Year 6 students.
- Adequate play equipment will be available to students at recess and lunch breaks.
- Teachers will be provided with the opportunity to participate in Cybersafety training. Cybersafety awareness programs will be provided for parents/carers and Cybersafety will form part of each child's ICT curriculum.

B.   Isolated, Infrequent or Less Serious Incidents:

- All instances of suspected bullying or inappropriate behaviour must be responded to by staff.
- Parents/carers are encouraged to contact the school if they suspect a bullying or behaviour problem.
- The school will reinforce with children the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others, and the imperative that staff respond appropriately and proportionally to each allegation

consistent with the school's Student Code of Conduct, including the proper reporting and recording of the incident.
- Parents/carers are to be contacted if their child is alleged to have been bullied or experienced inappropriate behaviour, or if their child appears to have behaved inappropriately or bullied someone else.
- Appropriate and proportional consequences may include a verbal apology, writing a letter of regret, completing a Behaviour Incident booklet, loss of privileges etc.
- Public recognition and acknowledgement of positive behaviour and resolution of problems will occur as appropriate.

C. **Repetitive or Serious Incidents:**
- Serious incidents and/or repetitive incidents of bullying or unacceptable behaviour must be reported, responded to by staff and documented.
- Serious incidents are those that include physical assault, sexual assault, criminal activity involving theft or serious damage of property, serious threats or homophobic bullying etc.
- All such incidents or allegations will be properly investigated and documented. Depending upon the nature of each incident, they may be also be reported to and investigated by police, reported to the Student Critical Incident Advisory Unit, and/or reported to the Department's Emergency and Security Management Unit.
- The school may contact support professionals such as Wellbeing Officers, Wellbeing Coordinators or Councillors and/or Student Support Officers for assistance and support.
- Students and staff and parents/carers identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered counselling and support.
- All repetitive or serious incidents must be brought to the attention of the principal class members of the school.
- The most appropriate staff member will contact parents/carers of the targeted child.
- Regional office will provide support as appropriate, and the principal will monitor the investigation and review the situation until matters are appropriately resolved.
- Consequences of repetitive or serious incidents may include suspension, expulsion, loss of privileges, counselling, conciliation, criminal charges or any other consequences consistent with the school's Student Code of Conduct.
- Parents/carers or community members who bully or harass or abuse staff will be provided with official warnings, and if necessary referred to the police, and/or have Trespass restrictions placed upon them by the principal consistent with the Summary Offences Act.

D. **Post Incident:**
It is important that appropriate strategies are put in place after the incident has been resolved for all students involved. Appropriate strategies may include:-
- conciliation meetings between all parties;
- ongoing monitoring of students involved;
- identification of an agreed key contact staff member for each student involved;
- follow-up meetings;
- ongoing communication with parents/carers;
- counselling from appropriate agencies of support officers etc. for both parties;
- reinforcement of positive behaviours and appropriate behaviour strategies.

3.0   REVIEW
The *Bullying Policy* will be reviewed regularly, as part of the school's policy review process.