

Lucindale Area School, in conjunction with the Department for Education, has an ongoing commitment to maintaining a high level of safety for students. We believe that our school should be a safe place in which to work and learn where bullying will not be tolerated. We all have the right to be safe.

We can help ourselves to be safe by talking to people we trust. We believe -

- Everyone has the right to be treated as a worthwhile individual
- Staff and students have a right to operate in a bully free and harassment free environment
- Staff and students need a framework for dealing with bullying and harassment
- Our school community operates best when it is supportive, tolerant and respectful

This is in line with Department for Education policy.

DEFINING BULLYING BEHAVIOUR

Bullying is the repeated abuse of power, where a person or group uses behaviour to hurt, upset, scare or shame another person. Bullying at school can involve students, staff and parents.

Bullying can take many different forms including -

Physical - hitting, pushing, touching, rubbing, grabbing, spitting, taking or damaging property, using a weapon
Sexual - any unwelcome written, verbal or physical contact of a sexual nature

Verbal & Written - spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, rumour spreading

Face & Body Signals - looks, stares, facial expressions, hand signals, body movements, noises

Cyber - using emails, voice & text messages, photographic & video images

Graffiti - using pictures, tags or words

Group - forming groups to leave out, ignore or demonstrate disrespect

Indirect - influencing or organising someone else to bully or harass

PREVENTION

The implementation of this Anti-Bullying policy will address any incidence of bullying at Lucindale Area School, provide a framework for action and explicitly state the responsibilities of all stakeholders in the school community.

Prevention will include the following whole school strategies

- Programs which will be integrated into class programs and operate as stand-alone programs to address specific needs as they arise
- Modelling respectful and inclusive relationships at all levels of schooling and in all circumstances

RESPONSE

Step 1 Informing

Lucindale Area School will ensure the school community has access to current information about bullying and develops an understanding about what constitutes bullying.

- Regular newsletter information
- Class programs and training and development

Step 2 Empowering

Lucindale Area School is implementing the following strategies to empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation, and behave as responsible bystanders.

- Child Protection Curriculum delivered across R-12
- Health curriculum R-10
- Mind Matters framework implemented across Secondary schooling
- Restorative Practices training for all staff
- Department Cyber safety / User Agreements
- Brochures detailing grievance processes are given to families and students

Step 3 Responding

Lucindale Area School will approach incidences of bullying with sensitivity, confidentiality and in a timely manner.

- The Grievance Policy details the process for reporting and dealing with bullying incidences
- Intervention strategies may include counselling for students
 - who are bullied,
 - who bully (applying consequences as necessary)
 - for bystanderswith conferences & agreements to support safety & respect, assertiveness & conflict management skills, talking with parents/caregivers, suspension and reporting to police
- Parents will be informed of incidences involving their child by staff through a note or phone call at the first available opportunity
- Bullying incidences are recorded by staff onto the Department for Education central database where data can be collated on an annual basis to determine trends and address these as necessary
- Where child safety is a concern, staff may contact outside organisations

Step 4 Review

Lucindale Area School will seek feedback annually about the policy and its effectiveness through annual parent, staff and student surveys.

