

RESPECTFUL RELATIONSHIPS

POLICY

Definition: Respectful relationships and why they are important

Everyone has the right to feel safe, to be treated with fairness, to be valued and feel accepted for who they are.

Respectful relationships are important because:

- they contribute to your growth, maturity and sense of self-confidence
- they promote healthy self-expression and awareness of yourself and others
- they enable you to feel accepted, positive and free to be yourself

Bullying is repeated, unwanted attention that misuses power within the relationship through verbal, physical and/or social behaviour, causing harm that can be physical and/or psychological. It can happen in person, in writing or online and may have long-term effects on all those involved.

Rationale:

- The school will provide a positive culture where bullying is not accepted, and where everyone will have the right of respect from others, the right to learn or to teach, and the right to feel safe and secure in their school environment.

Aims:

- To educate, promote and support positive behaviours in the school.
- To reinforce within the school community what bullying is.
- To promote a “Zero Tolerance” of bullying behaviour.
- To encourage reporting of bullying within the school community.
- To follow up all reported incidents of bullying in a timely manner.
- To seek parental and peer-group support to resolve issues.

Implementation:

- Parents, teachers, students and the community will be aware of the school’s position on bullying.
- The school will adopt a four-phase approach to bullying behaviour.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and resolution measures.
- Classroom teachers to explain review and use the Canadian Lead Express as part of daily practice.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

- The curriculum to include anti-bullying messages and strategies eg: ‘The Friendly Schools’ and ‘No Blame Approach to Bullying’ programs.
- Junior School Council, peer support delegates, staff and students to promote the philosophy of ‘No Put Downs’.
- Structured activities available to students at recess and lunch breaks.
- Community awareness and input relating to bullying, its characteristics and the school’s programs and response.

B. Early Intervention:

- Promote reporting of bullying incidents through regular reminders and modelling of positive behaviour strategies.
- Yard duty teachers in high visibility vests available at each recess.
- Parents encouraged to contact school as soon as possible with concerns.
- A designated safe and quiet place for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Once identified, all incidents or allegations of bullying will be fully investigated and documented.
- Students, staff or parents identified will be informed of allegations.
- All persons involved will be offered counselling and support.
- If student bullying behaviour continues, parents will be contacted and the Student Code of Conduct implemented.
- If staff or parent bullying behaviour continues, the Principal will commence formal disciplinary action.

D. Post Violation:

- Action taken per Student Code of Conduct may involve:-
 - counselling from appropriate agency or school chaplain for all persons involved.
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - modified enrolment
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures including home/school partnership.
- Ongoing monitoring of behaviour.
- Restorative conversation and opportunity for persons to make amends.
- Consequences for staff/parents will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary actions

Worksafe Bullying: Prevention and Response:

<http://www.worksafe.vic.gov.au/forms-and-publications/forms-and-publications/preventing-and-responding-to-bullying-at-work>

Evaluation:

This policy will be reviewed with whole staff, student, parent and community

input as part of the school’s three-year review cycle.