

Elliston Area School



Behaviour Development Policy

The school is committed to providing a working and learning environment which is free from all forms of bullying and harassment (sexual, racial, physical, cyber or verbal). This school adopts the Bullying and Harassment Policy and Grievance Procedures as specified by DECD and the Anti Racism Policy.

Elliston Area School Beliefs and Values

- 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
- All students have a right to a high quality education that supports them to strive for excellence by doing their best – growth mindset.
- All students have the right to be respected and treated with fairness and kindness at school.
- All students have the right to express themselves.
- All students have a right to feel and be safe at school.
- Staff and students need a framework for dealing with bullying and harassment.
- All students have a right to know that their concerns will be responded to by the school staff.
- Bullying and Harassment is covered in the curriculum.
- Students have a growth mindset by accepting challenges and developing resilience

Aims

- Provide clear messages about what behaviours are accepted
- Ensure students learn in a supportive, caring environment
- Foster respect between staff, students and community
- Define bullying and harassing behaviour
- Provide a framework for dealing with bullying and harassment
- Encourage student belonging and reduce fear of being a victim of bullying
- Developing a transparent anti bullying policy making us accountable to the wider school community
- Assist respectful behaviour including in the curriculum
- Develop resilience to minimise negative and stressful situations and face challenges, learn from them and apply strategies in life

Student's Rights

Students at Elliston Area School have the following rights:

- All students have a right to take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, accepting sexual diversity - LBGTIQ, discrimination, bullying and harassment.
- All students have a right to a high quality education.

- All students have a right to be an individual at school, regardless of intellectual or physical ability, because of race, religion, sexuality - LBGTIQ, country of origin, beliefs or any other reason what so ever.
- All students have the right to be respected and treated with fairness and kindness at school.
- All students have the right to express themselves.
- All students have a right to feel and be safe at school.
- All students have the right for their concerns to be responded to by the school staff.
- We can help ourselves to be safe by talking to people we trust.

Elliston Area School adopts a zero-tolerance to any form of bullying and harassment and aims for positive behavior development

Bullying and Harassment is the misuse of power, position or privilege. It is done to intimidate, coerce, create fear, control, embarrass, exclude, or cause pain or discomfort. It may be:

- Verbal - as in name calling, personal comments, racial abuse, gossip.
- Social - as in not being spoken to or left out of activities.
- Material - as in when possessions are stolen or damaged or extortion takes place.
- Mental - as when pressure to conform is applied.
- Physical - as in physical assault.
- Written/Cyber - as in graffiti, text messages, web sites, or other misuses of technology.

Preventative Action

It is important that the school community address the underlying causes of bullying relating to school organizational issues, learning and teaching issues and relationship issues.

Preventative Strategies

- Education and promotion of Behaviour Development through Keeping Safe: Child Protection Curriculum, National Safe Schools Framework, Supporting Sexual Diversity in schools: a guide, Program Achieve, Peer Mediation Program, Assemblies, Inclusive Curriculum Posters.
- Productive and respectful working relationships established between all members of the school community.
- Classroom room expectations, routines and processes negotiated and applied consistently.
- Encourage cooperative behaviour by being vigilant and proactive during breaks, on playground, ovals.
- Modelling of appropriate problem-solving, non-aggressive behaviours by adults in the school.
- Active intervention when bullying or harassment occurs
- Skilling of students and staff in conflict resolution strategies in every day practice. Positive Role models. Building resilience through growth mindsets.
- Provide anger management and counselling opportunities
- Hold classroom meetings about peer relationships and model positive social skills
- Advertise zero tolerance towards bullying

Student Program:

- All students will be made aware that bullying and harassment is unacceptable behaviour and that there are procedures in place for dealing with this problem.
- All students will adhere to school rules.
- All students participate in Peer Support, aimed at building conflict resolution skills and encouraging assertive behaviour (using 'I feel' and 'Please stop' statements)
- Practice procedures for dealing with harassment

Staff Program:

- Staff are active in identifying and eliminating unacceptable behaviour while on playground supervision and in the classroom
- Teachers report suspected victims and perpetrators to the Principal and/or counsellor for early intervention and monitoring
- Teachers support and participate, where possible, in welfare programs designed to assist in behaviour development [eg. Peer mediation, peer support, peer tuition/mentoring, Program Achieve.]
- Staff will be serviced on anti-bullying policy and become aware of different strategies for combating bullying / harassment

Procedures for staff dealing with bullying incidents:

1. Teachers respond to all incidents and follow steps taken in line with the Behaviour Management Policy. All incidents to be reported to the Principal and or Counsellor. All incidents recorded electronically in a specified location.
2. On a second occasion or if a pattern of bullying and harassment emerges the Principal is to undertake an investigation, review documentation and contact parents caregivers to discuss a plan of action.
3. All forms of bullying will result in Time Out and on a second offence or if a pattern occurs the Principal will initiate internal suspension or external suspension on a case by case basis.

Procedures for students:

1. Believe that any form of bullying and harassment is not acceptable (Zero Tolerance)
2. Three options are available for victims and witnesses -
 - a. report all incidents of bullying to your class teacher, teacher on duty, Principal or Counsellor
 - OR
 - b. Peer Mediation is an alternative during recess and lunch breaks
 - c. Follow the Student Grievance Procedure displayed in classrooms

Procedures for Parents Caregivers:

If you suspect your child is a victim of bullying please:

- a. Contact the Principal and they will address your concerns in line with the school Behaviour Development Policy
- b. Follow steps of school Grievance Procedure
- c. The school will liaise with parents caregivers on a regular basis until your child feels safe.