



HARASSMENT AND BULLYING POLICY

Bullying and harassment are deliberate and repeated actions towards others which involve the misuse of power.

Bullying and harassment are not acceptable in our schools. The DECD School Discipline Policy states that:

DECD, school communities, services and agencies will work together to create learning communities which are:

- *Safe*
- *Inclusive*
- *Conducive to learning*
- *Free from harassment and bullying*

For more information go to the Department for Education and Child Development website: <http://www.decd.sa.gov.au/speced2/pages/bullying/>

At West Lakes Shore School we believe effective anti-bullying and harassment policies and strategies contribute to the well-being of students and staff. Addressing and reducing bullying in schools requires prevention, intervention and post-intervention strategies.

Prevention strategies include:

- Starting the school year with the Shore Start programme.
- Using the curriculum to teach all students about respectful relationships, including safe ways of using power.
- Teaching all staff, students and parents about effective and positive ways to reduce bullying/harassment including how to be effective in reducing bullying/harassment as a bystander.
- Collaborating with government and non-government agencies to develop programmes, eg violence prevention, conflict resolution.

Intervention strategies include:

- Using the Method of Shared Concern or No Blame Approach (Restorative Justice).
- Providing counselling/support for students who are being victimised.
- Providing counselling/support for students who engage in bullying/harassing behaviours.
- Putting consequences in place for those who engage in bullying/harassing behaviours.
- Informing and working with parents/caregivers when incidents of bullying/harassment occur.

Post-Intervention strategies include:

- Monitoring the situation between students to ensure that their safety and well-being is maintained.
- Reviewing yard duty practices, procedures to make sure they are effective.
- Dealing with hot spots in the yard and school.
- Reviewing and evaluating behaviour codes and policies.
- Using Action Research as a monitoring tool.