

## **COUNTERING BULLYING AND HARASSMENT**

### **RATIONALE**

All students have the right to a positive and safe environment, free from bullying and harassment. At Belair Schools we believe in a consistent and deliberate approach to the prevention and management of bullying and harassment.

Belair Schools define bullying or harassment as deliberate, hurtful gestures, words and/or actions. It can take the form of repeated and persistent actions, single incidences when one or more students are seeking power over others. This can occur online or in person.

### **PRINCIPLES**

This policy is based on our School Values of Respect, Responsibility, Creativity and Achievement and the skills and attributes we value in our students as identified in the International Baccalaureate Learner Profile. It is also supported through the Site Improvement Plan, the Belair Primary School Student Code of Conduct, The Child Protection Curriculum? and DECD School Discipline Policy.

Belair Primary School support:-

- The rights of all students to feel safe in a learning environment.
- The diversity of all students and their inclusion.
- The rights of both the student being bullied or harassed and the student who is doing the bullying or harassment.
- Students being empowered to resolve conflicts in a positive manner.
- Collaborative partnerships with students, staff and parents/carers to work towards positive and agreed outcomes.

### **POLICY STATEMENT**

We will ensure that the countering bullying and harassment procedures will be consistent from Reception to Year 7. Students, who are victims of inappropriate behaviour from others, will be encouraged to identify the nature of this behaviour, and given support from parents/carers and staff to resolve the situation. Students undertaking inappropriate behaviour will be counselled about their actions. They will be given strategies to develop appropriate behaviour and accept responsibility for resolving issues. Parents/carers and staff will work collaboratively during this process.

External support will be accessed where appropriate.

Belair Primary School manages those students with persistent and inappropriate behaviour in line with the DECD School Discipline Policy.

A brochure for students supports this policy.