Our vision

We aim to establish a community in which everybody upholds our school values of respect, honesty and inclusion. We will create this with our students, families and the broader community. We are a safe, supportive and respectful school. Our environment promotes learning success and wellbeing. Our school culture encourages positive social interaction. We have programs that build resilience, emotional intelligence and growth mindsets. Everyone works together to action our bullying prevention policy and plan.

> Australian schools are safe, inclusive and connected learning communities that promote positive relationships and wellbeing as a foundation for children and young people to reach their full potential. (Australian Student Wellbeing Framework 2018)

Our approach to bullying prevention

At Kalangadoo Primary School we will plan, implement and review our bullying prevention strategies. We will do this with our Governing Council, staff, students, families and local community in a number of ways. (Please refer to the full version of this document for specific strategies. The full version is available on our website or from the Front Office.)

How bullying is reported and resolved:

We will work with students, parents and carers to resolve bullying issues.

Report bullying

You can report bullying to:

- Principal
- Classroom Teacher
- Pastoral Care Worker
- Support staff

Give us as much information as possible.

Gather and document information

Intervention and support

Refer to services

Document and record

Monitor and follow-up

Staff will check on all students involved in a bullying incident. They will make sure all students are safe and relationships are repaired. They will talk with students, parents and carers about the actions taken. Staff will check if these actions have helped.

If a student, parent or carer are not happy with the steps taken by the school, they can call the department's complaints management line on 1800 677 435.

Definitions:

Bullying has three main features: It involves a misuse of power in a relationship, it is ongoing and repeated, it involves behaviours that can cause harm.

Examples of types of bullying: physical, verbal, social, cyber

Harassment - Harassment is behaviour that targets an individual or group based on a specific quality

Discrimination - Discrimination happens when people are treated differently to others.

Violence - Violence is the intentional use of physical force or power.

Roles and responsibilities:
We each have a role to play.

Parents and families
- Model and promote safe, respectful and inclusive behaviours.
- Help their children to be safe online at home. This includes checking their children's use of technology and social media.
- Make sure their children know how to identify and report bullying. Work with the school to help their children be safe from bullying.
- Talk to their children about safety issues. This includes bullying and cyberbullying. Help them understand what it is, why it is harmful and how to respond. Use the same messages the school uses.
- Report concerns about bullying to school staff.
- If a bullying incident happens, work with the school.
- Support their children to go to school while a bullying issue is being worked on.
- Get external professional support for their child, if needed.

School leaders and staff
- Model and promote positive behaviour.
- Provide and take part in professional development to build skills, knowledge and confidence about preventing bullying. Including how to recognise, respond and manage it.
- Explicitly teach students about respectful relationships, bullying and cyberbullying. Teach them how to recognise bullying, what to do and how to get help.
- Work with students to come up with solutions to bullying. Include them in decisions that affect their safety and wellbeing.
- Take action when bullying and cyberbullying has been reported. This includes incidents that happen out of school hours or off school grounds when it relates to school relationships.

Students
- Model behaviours that are safe, respectful and inclusive, both face-to-face and online.
- Build skills, knowledge and confidence to recognise, respond to and manage bullying.
- Be a part of decision making to improve student safety and wellbeing.
- Take a stand when bullying is observed. Step in, if it's safe. Seek help from adults.
- Support friends and peers get help from trusted adults if they experience bullying.
- Support friends to behave in safe, respectful and inclusive ways if their friends engage in bullying.

For further detail, please refer to the full version of this document, which is available on our website or from the Front Office.