

Parents/Caregivers

- Will be informed of Values, Program Achieve and Keys of Success work
- Bullying & Harassment articles published in newsletters will keep parents informed of school's policy
- If a child's behaviour is identified as a bully, either through the bully audit or repeated offences, the parents will be contacted and a range of options to support change will be put in place
- If bullying continues after these interventions, serious behaviour steps will be put in place including
 - Meeting/Phone call to parents
 - Time Out
 - Suspension
 - Exclusion
- Success is valued and celebrated with parents/ caregivers

Students

- Provide input into planning for whole school strategy and action
- Participate and continue to develop in their understanding of bullying and harassment
- Provide feedback on usefulness/effectiveness of activities within the curriculum units taught
- Participate, comment on and be involved in school bully audits or individual and group behaviour development groups
- Celebrate individual or group successes

Community and Health Agency Personnel

- Provide input to planning for whole school strategy
- Act as an advocate for the school with their own agency and with the wider community
- Encourage community groups to become involved and support the school
- Provide technical expertise
- Assist with professional development for teachers and information to parent and caregivers
- Help obtain resources for the school
- Provide links with agencies that provide school support

Actions

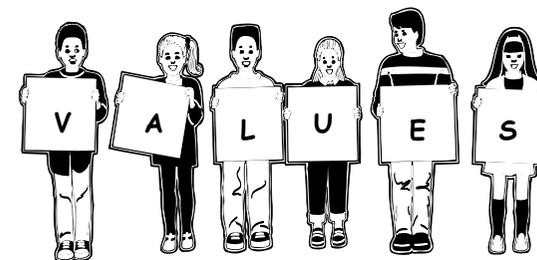
- Explicit teaching of classroom management procedures in the first two weeks of school
- Explicit teaching of our School Values in the first two weeks of school
- Include Program Achieve, Keys of Success to enhance the ethos of the school, starting at the beginning of the year
- Maintenance of Values, classroom practices and Program Achieve throughout the year, with regular explicit lessons
- Discussion of definition of, and understanding of, Coorara Bullying and Harassment policy in Term 1
- Bully Audit conducted in Terms 1 & 3
- Specific groups set up to address issues raised from audits and classroom observations
- Individual support provided where needed
- Professional development tailored to meet current needs
- Develop a class that works for acceptance of diversity and is culturally inclusive
- Develop a set of class expectations and codes of conduct
- Class behaviour is managed by celebrating success and using class behaviour chart to record moves away from class norms (step chart)
- Ensure all students have an understanding of the class norms and step chart
- Office redirection is used if a child displays bullying behaviour

Redirection Time

- Form filled out and handed to the office with the child. (Behaviour Management Policy) Individual plan will be set up for each child
- Work through developmental areas needed
- Completed form produced to be shared with staff, parents/caregivers and agency people if required
- Repeat offenders—Redirection meeting Parents/Teachers/Senior Staff/Other helpers



Bullying and Harassment Policy



Bullying and Harassment

At Coorara we recognise that Harassment, Bullying and their effects can disadvantage a child's learning. We therefore find that bullying and harassment are unacceptable. All steps are taken to ensure that individuals are well informed and educated about strategies and actions that help them to work towards success.

The definition of Bullying

Bully: to intimidate or injure those weaker or defenceless

Harass: to repeatedly trouble, worry annoy or accost

Violence: using physical force to injure, control or intimidate others or to cause harm or destruction

Bullying can take a number of forms, including name-calling, exclusion, teasing, threats, physical or sexual contact, hitting, spitting, kicking, tripping, Racism, interference with, or damage to property.

The Serious Nature of Bullying

- Children being bullied **need and deserve adult intervention** and help
- Problems are too serious for them to solve alone
- Without intervention, the problem will not go away
- Bullies will keep their bullying behaviours unless adults do something about it
- Time needs to be taken into account when solving problems



What We Do: Ethos and Environment

- Values are explicitly taught, modelled and maintained
- A fun and positive learning environment is encouraged
- Relationship skills are explicitly taught
- Conflict Resolution skills are individually developed
- Goal setting and accountability to students, staff and parents are maintained
- Self Esteem and Coping strategies are known and put into practice
- Values, Program Achieve and Keys of Success underpin our practice
- Consequences of inappropriate behaviour relates to individual development plans
- Referral to necessary agencies as needed for individual students
- Classrooms visually reflect work

Teaching and Teacher Role

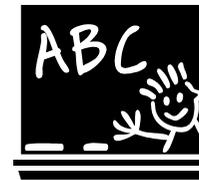
- Teachers cultural awareness and value diversity and awareness in a sensitive manner
- High but achievable expectations are evident
- School Values are taught explicitly and regularly revisited to maintain knowledge
- Explicit teaching of classroom procedures and practices occur
- Whole school focus on teaching of values, procedures and practices done at the beginning of the year using
 - ➔ Our own school values
 - ➔ Program Achieve/Keys of Success



Learning—

Regular revisiting of these areas throughout the school year

- Success is valued and celebrated
- A bullying Audit is conducted twice a year in individual classes. Results form basis of planning in areas that need attention
- Education of our school community on policy, teachings and process needs to be ongoing



Teaching—

Counsellor Role

and Learn- Leadership/

- Guide and support development and implementation of explicit teaching, strategic and action plans
- Contribute to professional development planning and classroom presentation
- Help keep the school community informed of decisions and actions about bullying and harassment
- Ensure effective communication between staff, student, parents, caregivers and community agencies
- Develop and implement explicit values, classroom practices, strategic and action plans
- Contribute to the implementation of the school's professional plan
- Help keep the school community informed about what is going on
- Celebrate successes