



Eastern Fleurieu School has the responsibility to provide a safe and secure environment, free from bullying, where students can learn, participate and enjoy their school life. We promote connectedness, fairness, consistency, respect for others, self esteem, honesty and co-operation. We believe that bullying is a relationship problem that requires relationship solutions, and that awareness and education reduces the incidence of bullying.

What is bullying?

Bullying is a deliberate psychological, emotional and/or physical harassment of one person by another, or a group of people. It is an abuse of power that occurs systematically and repeatedly. Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.

Some examples of Bullying and Harassment

Visual/ Written abuse: Verbal insults, unfair criticism, name calling, comments on social networking sites, sending filmed / photographed images or text messages, notes, graffiti.

Gestural abuse: Threatening or obscene gestures, stand-over tactics.

Physical abuse: Striking, throwing things, using a weapon, spitting, touching others or making making them feel uncomfortable, or encouraging others to do any of these.

Group bullying: Forming coalitions against someone, persuading people to exclude someone.

At Eastern Fleurieu School we have implemented **prevention, intervention and post-intervention** strategies to address any issues of bullying and harassment.

Prevention strategies include:

- **Pastoral Care programs** each year which address: Bullying and harassment; Issues for bullies, victims and bystanders; Strategies for students to eliminate bullying; Safe places on our sites; consequences for bullying and harassing; students' responsibilities in making our sites bully free zones. R-12 students develop a common understanding of bullying and harassing plus prevention strategies throughout the school.
- **Develop resilience skills** including: Positive thinking skills and attitudes; skills and beliefs related to resourcefulness and an ability to adapt to various situations; social skills; emotional literacy; healthy self-esteem; quality environments.
- **Teaching** students about: violence prevention; conflict resolution; anger management; problem solving; developing policies, which promote student safety. **Teaching diversity** including human behaviour, values, physical appearance.

Intervention strategies include:

- Counseling students who bully and harass or have been bullied
- Talking with parents or caregivers about the situation
- Participating in Restorative Conferencing
- Ensuring all staff know how to address bullying and harassment effectively and respectfully
- Teaching students to support students at risk
- Putting consequences in place for those who bully and harass others
 - **First Offence:** a recorded warning from Year Level Manager and a copy of the DECD Anti-bullying/anti-harassment brochure;
 - **Second Offence:** a second recorded warning, parent/carer contacted plus a possible suspension depending on the severity of the issue;
 - **Third Offence:** a suspension of up to 5 days.

Note: In the event of a severe infringement of another person's rights, the offence may be referred to outside agencies for involvement. This may include prosecution.

Post-intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents/carers about a range of strategies that school and home can implement to support
- Ongoing review of the effectiveness of classroom and yard duty procedures
- Ongoing review and evaluation of behaviour codes and policies