

POLICY 3.05: ANTI-BULLYING, HARRASSMENT AND VIOLENCE POLICY AND PROCEDURE

Young people attend our programs to participate in quality education that will help them become self-directed, lifelong learners. There is an expectation that students will be safe at Green Central, free from fear of bullying, harassment and intimidation.

Harassment, violence and bullying will NOT be tolerated at any level at NG Central School. No one has the right to bully, harass or intimidate. Students, teachers, parents, caregivers and members of the community have a shared responsibility to create a safe and happy environment, free from all forms of bullying. If a bullying incident is reported all students will receive appropriate support.

Harassment and bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

It can include:

1. *Physical* – any deliberate act or exertion of force which causes injury
2. *Verbal* – use of words, threats or intimidation
3. *Social and Psychological* – intimidation or deliberate acts with the intention of causing emotional upset
4. *Cyber bullying* – electronic bullying using mobile phones or social networking

It is asked that students, teachers, parents, caregivers and members of the wider school community:

5. Promote positive relationships, respectful and accepting of diversity within the school community;
6. Support the anti-bullying plan through words and actions;
7. Actively work together to resolve incidents of bullying when they occur.

Who to report Bullying/Harassment to:

1. Your Teacher or Support Worker
2. The Case Worker or Counsellor – 4343 5000
3. The Deputy and/or Principal
4. A confidential complaint via our 'contact us' webpage

When a student notifies, staff will confirm the bullying/harassment has occurred and then act.

1. The victim and the harasser will be interviewed separately. Both parties will be offered support and students concerned will be counselled regarding acceptable behaviour. The seriousness of the offence will determine further action.
2. Restorative Practices will be implemented, commencing with a restoration session between the two students and/or staff. Should the parties not reach a mutual understanding or agreement; or either party continue to display the inappropriate behaviour, a mediation session will take place.
3. A mediation session may be held by the student wellbeing coordinator or student peer mediators, with both parties present. Resolution will be sought and documented on the conflict resolution form.
4. Confirmed incidents will be recorded on student's file.
5. Parents of students who continue to offend will be notified and the student will be subject to the discipline procedures outlined in the school discipline policy.
6. The Deputy Principal will determine the response to any act of violence in accordance with NGC policies. Such behaviours must be reported.

What strategies do we have in place at school for dealing with Bullying/Harassment?

1. Peer restoratives and mediation
2. Behaviour modification programs (Standing Strong; Top Blokes; Rock and Water)
3. On-site qualified Case Manager and Youth Workers
4. Counsellor Intervention
5. Complaints and Grievances form (or via our website)
6. Parental interview/support
7. Conflict resolution follow up
8. Integrated curriculum programs e.g. PDHPE and SLR
9. Discipline Procedures
10. Staff Professional Learning
11. Advocacy for anti-bullying
12. Participation in awareness events



Further contacts and assistance can be sought from:

<p>Youth Liaison Officers</p> <p>Gosford 4323 5599 Wyong 4352 4899 The Entrance 4333 2999 Toukley 4390 1299 Tuggerah Lakes 4333 2925</p>	<p>Wyong Shire School Liaison Police Officer Constable Rachel Garland Ph: 0437 7787 07 Email: garl1arc@police.nsw.gov.au</p> <p>Youth case managers: Senior Constable Racquel Hasslett, Senior Constable Kurt Webb</p> <p>Bateau Bay PCNGC Ph: 4332 7000 Fax. 4334 1071 Email: bateaubay@pcycnsw.org.au</p>
<p>Gosford Area School Liaison Police Officers Constables Peter Hughes Ph: 4323 5599</p> <p>Youth Case Managers: Senior Constable Renae Jackson, Senior Constable Paul Scollon PCYC Umina Beach Ph: 4344 7851 Fax. 4344 7852 Email: umina@pcycnsw.org.au</p>	

