



Aiming High

Showing Respect

Being Safe

Valuing Community

Statement of Commitment to Protecting Children and Young People from Bullying Behaviours

Australian governments, in collaboration with all school sectors, commit to promoting equity and excellence in Australian schooling. This means that all Australian governments and all school sectors must provide all students with access to high-quality schooling that is free from discrimination based on gender, language, sexual orientation, pregnancy, culture, ethnicity, religion, health or disability, socioeconomic background or geographic location (Melbourne Declaration 2008)

Manor Lakes P-12 College is committed to ensuring every person in our college community feels safe and has a sense of belonging. A person who bullies another is denying them that right. The college will not tolerate any action that undermines a person's right to feel safe and will ensure that systems and processes will be implemented to stop such behaviour. The College will endeavour to resolve such conflicts by providing education and support to both the victim and the bully and in consultation with parents/guardians if required.

Guidelines

The essential feature of bullying behaviour is the inappropriate use of power by one or more persons over another person or group that is deliberate, unwanted and chronic or repeated over time.

Examples of bullying and harassment include but are not limited to:

- Verbal abuse including name calling, racist remarks, teasing
- Physical attacks
- Social exclusion including ostracism, ignoring, alienating
- Psychological abuse including acts that instil a sense of fear or anxiety
- Use of internet and/or phone communication to engage in personal attacks

Manor Lakes P-12 College is committed to preventing bullying behaviours through (but not limited to) the following processes and practices:

- A climate of cooperation and mutual respect will be encouraged through leadership programs, classroom practices and modelling of desired behaviours.
- A restorative justice approach will be implemented where the emphasis will be on providing an opportunity for the bully to 'make it right' and for the victim to feel that the problem has been solved.
- The victim will have input into the any resulting consequences
- Management practices will be democratic and collaborative.
- The College's [*'Expected Behaviours'*](#) guidelines will be applied consistently and fairly.
- Staff will be provided with professional development that links protocols and processes directly to classroom practice.
- Yearly curriculum will include activities and discussions based on an understanding of what bullying is, how to stand up for yourself, how a community can 'stamp out' bullying.
- Work with Government and community agencies to assist students to successfully operate in a social capacity in the community.



Mission:

Manor Lakes College will create a vibrant and harmonious community of responsible learners who have a confident belief in their ability to learn, grow and succeed.

- Ensure that there is a teaching and learning component in every instance of bullying. This teaching and learning should address the needs of both the bully and the victim as well as the responsibilities of the bystanders to any bullying scenario.
- Instances of bullying will be recorded and progress will be followed up over time.
- Where possible, restorative conferences will be conducted by the classroom teacher who will then monitor the progress of the resolution
- A [mediation agreement](#) to be signed by all students involved may be required
- Regular student surveys will be conducted across the college to identify students and risk of being a victim and/or bully as a proactive and preventative measure.
- The school community will be educated about bullying and the consequences of such behaviours for both victim and bully

Where an allegation of bullying occurs the following protocols need to take place:

- Teacher/Member of the Principal Class Team will speak with victim to establish whether it is actually a case of bullying or not.
- Necessary classroom teachers and member of Principal Class Team or welfare coordinator will decide on who will follow up the bullying.
- Teacher and victim work together to decide whether to try some personal strategies to stop the bullying themselves (standing strong and saying NO, staying with a support group, ignoring and not reacting) or whether to go to a restorative conference, (fixing the problem and making it right -conference with the bully/ies and some of the victim's advocates – where the bully has a chance to attempt to make it right and learn from their mistake).
- Teacher informs the victim's parent of the course of action decided upon. Teacher also informs the bully's parents if the restorative conference needs to occur.
- Teacher follows up progress within a couple of days, then weekly, and every other week for a couple of months.
- If there has been no success, Principal Class Team will need to take it to the next disciplinary action – to be decided on according to individual cases.
- All actions need to be documented on Compass and kept on file so that bullying behaviour can be tracked across the school.

** This policy should be read in conjunction with (but not limited to) the following college policies:*

- [Mandatory Reporting policy](#);
- [Expected Behaviours Policy](#)
- [Child Safe Standards policy](#);
- [Student Wellbeing, Engagement and Inclusion Policy](#)
- [Attendance Policy](#)