

KINGSFORD SMITH SCHOOL STUDENT MANAGEMENT POLICY

Rationale:

Students, teachers, parents and carers and other personnel at Kingsford Smith School have a right to feel and be safe at all times.

Related Policies and Procedures: *Providing Safe Schools P – 12, Countering Bullying, Harassment and Violence in ACT Public Schools (2007), Countering Sexual Harassment in ACT Public Schools, Countering Racism in ACT Public Schools.*

Definition

This policy confirms the zero-tolerance of bullying, harassment and violence at our school and outlines preventative strategies, protocols and management of incidents involving bullying, harassment or violence.

***Bullying** can include verbal, physical, social, cyber, mobile phone or psychological intimidation. Actions can be overt or hidden.*

***Harassment** is negative behaviour intended to annoy or trouble another individual which may be based on gender, race, religious or cultural differences, physical differences, sexual orientation, ability or disability and socio-economic status.*

***Violence** includes intimidation, abuse, threatening or aggressive behaviour, physical assault resulting in injury or destruction.*

Preventative Strategies include:

- common language
- diligent supervision of students in class and on the playground
- option of shared and specified play areas
- provision of structured play and alternative activities at recess and lunch
- early intervention of conflict between students or groups of students
- listening to student concerns regarding bullying
- monitoring of unusual withdrawn or overt behaviours by students
- cautionary communication in classes – ‘hands off, feet off’, at assemblies and by the use of visual stimulus eg posters
- promotion of respect for people and property
- active communication with parents and carers and between teachers

Protocols

- all instances of bullying, harassment or violence, or alleged bullying, harassment or violence, will be noted, documented, investigated and resolved. Patterns of negative behaviour will be recorded.
- All students involved in an incident must be interviewed and a written statement provided by the student or recorded from a verbal statement. All statements must be dated and signed. Witness statements should be accessed if possible.
- Consequences for bullying, harassment or violence need to be consistent with the Behaviour Management Plan and with DET guidelines –
 - bullying typically requires non-punitive and restorative approaches
 - conflict typically requires mediation
 - violence or harassment requires consequences appropriate to the incident including isolation in or withdrawal from class or the playground, mediation, counselling, restorative practice, communication with parents or carers, in-school or out of school suspension, police intervention

Procedures

- a statistical record of bullying, harassment and violence will be maintained
- the zero-tolerance of bullying, harassment and violence will be regularly communicated to the school community
- staff will receive professional learning about prevention of bullying, harassment and violence by students
- appropriate outside agencies (liaison police officer, student management resource team, counsellors) will be enlisted to support the positive behaviours at KSS
- sexual and racial harassment officers will support students