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- monitoring of unusual withdrawn or overt behaviours by students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