1. **PURPOSE**
We commit ourselves in our mission statement to the provision of a safe and supportive environment where the self-worth and dignity of the individual and the rights of others is promoted and developed by all. Our community should be characterised by understanding, forgiveness, justice and mercy. Disrespectful behaviours infringe upon a person’s self-worth and dignity and are major obstacles to achieving our mission.

2. **GUIDELINES**

2.1 We aim to:
- Foster a high level of social competence
- Promote an ability to problem solve
- Promote resilience
- Foster a sense of community

2.2 The school recognises the need for a whole school approach engaging with staff, students and parents/guardians

2.3 **Definition**
Disrespectful behaviours manifest in psychological, physical or social harassment of one person over another. They involve a perceived imbalance of power and are repeated over time. The following table outlines some examples of Disrespectful behaviours

<table>
<thead>
<tr>
<th>Physical</th>
<th>Social - verbal</th>
<th>Social - psychological</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Fighting</td>
<td>• Name calling</td>
<td>• Using stand over tactics</td>
</tr>
<tr>
<td>• Pushing</td>
<td>• Using offensive language</td>
<td>• Practising extortion</td>
</tr>
<tr>
<td>• Shoving</td>
<td>• Putting people down</td>
<td>• Picking on others</td>
</tr>
<tr>
<td>• Invading personal space</td>
<td>• Spreading gossip and rumour</td>
<td>• Repeatedly excluding others</td>
</tr>
<tr>
<td></td>
<td>• Picking on people because of their race, gender, creed or personal characteristics</td>
<td>• Focusing on individual differences or preferences</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Deliberately damaging personal property</td>
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<tr>
<td></td>
<td></td>
<td>• Throwing objects</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Stealing</td>
</tr>
</tbody>
</table>
| Sexual                                      | • Brushing up against another in a sexual manner  
|                                            | • Making sexual jokes                              
|                                            | • Producing offensive drawings or graffiti         
|                                            | • Writing about someone’s morals in a derogatory way   
|                                            | • Asking inappropriate questions about someone’s private life   
|                                            | • Commenting on someone’s physical appearance in a hurtful manner   |
| Cyber [using internet / mobile phone]     | • Making threats                                  
|                                            | • Spreading gossip/rumour                          
|                                            | • Putting people down                              
|                                            | • Pranking                                        
|                                            | • Using offensive language                        |

2.4 The school will adopt a four phase approach developing and delivering strategies for

- primary prevention
- early intervention
- intervention
- postvention

3. BASIS FOR DISCRETION
If there is any legal action pending, this policy will not be operational.

4. PROCEDURES FOR IMPLEMENTATION

4.1 Information Dissemination
Parents/guardians, teachers and students will be aware of the school’s position on disrespectful behaviour, bullying, discrimination and harassment.

The school will adopt a four-phase approach -

4.2 Primary prevention
- Professional development for staff relating to bullying, discrimination and harassment and the strategies that counteract them
- Provision of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving
- Regular administration of bullying survey and yard survey
- Clarification by homeroom teachers of the school policy on disrespectful behaviour at the start of each year
- Promotion by whole school community of philosophy of intolerance of disrespectful behaviour
- Structured activities available to students at lunchtime

4.3 Early intervention
- Encourage the reporting of incidents through publications and Intranet
- Remind students to report incidents.
- Encourage parents to contact the school if aware of a problem.
- Designate Year Level areas which are supervised by teachers.
4.4 Intervention
- Once identified, all involved in the bullying incident will be interviewed by a teacher and/or Year Level Coordinator
- All incidents or allegations of bullying, discrimination or harassment will be fully investigated and documented.
- If bullying, discrimination or harassment is ongoing or severe, Deputy Principal will become involved and parents/guardians will be contacted
- Consequences may include: removal from class, removal from yard or specified areas, withdrawal of privileges, detention, school suspension
- Those involved will be offered counselling by school counsellor

4.5 Postvention
There will be -
- Ongoing monitoring of those involved in disrespectful behaviours
- Ongoing liaison with families

5. EVALUATION:
A sub committee of the Planning Team will evaluate the policy and procedures every year.