



Anti-Bullying & Harassment Policy

Purpose	To ensure North Coast Pathway positive student behaviour.
Scope	All North Coast Pathway students, parents/carers, visitors and staff.
Policy Statement	<p>North Coast Pathway values respect and shows tolerance of others. We foster positive relationships through strong welfare programs and aim to deal effectively with and prevent incidences of bullying & harassment as per the <u>Student Code of Conduct</u>.</p> <p>Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.</p>
Procedure	<p>Students are encouraged to report concerns about bullying and harassment, either for themselves or on behalf of another student. This is considered by the Principal and staff as being a positive decision and one that will be considered and actioned.</p> <p>The following are the types and means of mild-moderate harassment &/or bullying that will be actioned.</p> <ul style="list-style-type: none">• Any harassment that includes the use of telephone communication or text messages &/or any use of social media for the purposes of intimidating, ridiculing, insulting or treating others inside or outside of school hours.• Any intimidation tactics, this may include: staring or giving 'filthy' looks, being obstructive, wilfully invading personal space, laughing at or whispering about others to gain a reaction, or any other behaviour which may display surreptitious intimidation behaviour.• Any harassment strategies such as students speaking about one another to any other student or teacher in any derogatory manner. This includes discussing private lives, social lives, medical status, any name calling, assumptions, rumours, or anything else which may be classed as 'bitching'.• Any harassment strategies which may include students encouraging, permitting or instructing any of their family, friends or classmates to engage in any negative behaviour, language or attitude towards another party. If they do so they will also be held responsible. <p>Depending on the situation and severity, the following interventions are in place for student discipline.</p> <ol style="list-style-type: none">1. Immediate response: face-to-face apology &/or mediation.2. On-going issue: mediation and counselling process with North Coast Pathway's Head Teacher. Perpetrators may find themselves at risk of having their placement at the school suspended or withdrawn.3. High level cases: the perpetrators enrolment at North Coast Pathway will be withdrawn in the case where the disciplinary process outlined above have not worked and after investigation there is serious concern for safety and wellbeing of the student being harassed or bullied.



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Procedure	<p><u>Actions</u></p> <p>Initial response to disclosures of bullying &/or harassment. Must collect all relevant facts and contributing factors.</p> <ul style="list-style-type: none">• Ensure the alleged 'victim' feels heard and supported.• Make the Head Teacher aware of the issue and connect the alleged 'victim' with the Head Teacher.• Make available to the alleged 'victim' the contact details of the Police Youth Liaison Officer and Headspace or alternatively the Head Teacher or Wellbeing Officer will contact them on the student's behalf.• Approach the alleged 'perpetrator' and discuss the issue to gain clarification and insight.• Using the evidence & observations gathered determine the level and severity of the issue.• The next action is to gauge the appropriate applicable Student Discipline. This is assessed by the severity level of bullying &/or harassment.
Roles and Responsibilities	<ul style="list-style-type: none">• Principal & Head Teacher – respond and investigate allegations and implement disciplinary procedures• Quality Assurance Manager – to ensure staff members comply with the policy and procedure herein.
Compliance	<ul style="list-style-type: none">• RAINS Manual
Associated Documents	<ul style="list-style-type: none">• Student Handbook• Student Code of conduct• Student Contract