



## Anti-Bullying and Behaviour Management Policy

Final Draft October 2019

Student and staff wellbeing are at the centre of our Behaviour Management Policy.

At Bruny Island District School (BIDS) we have a values based behaviour and learning program. Our four core values are:

- Aspiration
- Courage
- Growth
- Respect

These values underpin our relationships with each other, how we speak to others and how we treat others including staff, students, parents and community members. Good manners are valued, reinforced and modelled at BIDS.

Our three school rules reflect our values and encourage positive thinking and behaviours.

- Is it safe?
- Is it fair?
- Does it show you care?

Our school has a restorative approach to behaviour management. This means we focus on the behaviour and its effect on the students. We consider that the time taken to discuss a situation supports the goals of meaningful relationships and improving safety, both physical and emotional.

When a student behaves in a way that is unsafe or unkind they are asked the questions above and are asked to tell which rule was broken. They are then asked what they can do to fix the problem or make restitution. All the students involved in the incident are included in a respectful discussion to ensure all sides are heard. Follow up is decided upon by the student/s and the teacher/s dealing with the issue using their professional understanding of our students.

### **Process**

If behaviour is not in keeping of the school rules the student will be:

1. Sent to a place for reflection (in classroom, another class, on the benches near the MPR or collected by the principal and taken to the office – according to the situation)
2. There will be a time of reflecting and calming and the student/s will not engage with other students.
3. When appropriate, there will be a discussion about the behaviour with the student/s involved, and, if suitable, filling in the 'If you break it- you fix it' sheet.
4. These are some of the questions that will be discussed
  - a. What happened?
  - b. What were you thinking about at the time?
  - c. Who has been affected by what you have done? In what way?
  - d. What do you think you need to do to make things right?

5. Before returning to class or playground the student will talk to the teacher about the behaviour and how he/she will behave when returned.
6. A serious break of the rules or repeated misbehaviour will be recorded on the student Support System (SSS) for documentation reasons and the parents will be informed, as this is a requirement.
7. If the disruptive student cannot be removed, then the rest of the class will leave and the teacher will call for support from the principal or another teacher/adult.
8. For a major incident a formal restorative conference may be needed including parents and at times, outside professionals.

If a student is consistently misbehaving, there are relationship/friendship issues or bullying then a plan is developed with the student/s about their behaviour which is shared with the families and staff, and signed by the student/s. This plan sets out the expected behaviour, the agreed consequences of breaking the negotiated plan and includes agreed rewards for positive behaviour. The plan is kept in the Principal's office for referral when needed.

## **Bullying**

National definition of bullying for Australian schools says:

*Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.*

*Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).*

*Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.*

Behaviours that do not constitute bullying include:

- Mutual arguments and disagreements
- Not liking someone or a single act of social rejection
- One off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence

From: <https://bullyingnoway.gov.au/WhatIsBullying/DefinitionOfBullying>

**Cyber Safety and Bullying** – at BIDS we are aware of the importance of teaching students to be safe and responsible when using technologies. We incorporate this into our class lessons and relate it to our values, particularly Respect and Responsibility. We run specific cyber safety sessions through the police biannually.