

CHILDREN'S HEALTH AND SAFETY

BULLYING AND HARASSMENT POLICY SUPPORT DOCUMENT

POLICY STATEMENT

Behaviour involving bullying and harassment, in their many forms, has no sanctioned place at St Hilda's School Pre-Preparatory.

PROCEDURE

- The St Hilda's School Pre-Preparatory Centre will support its culture and aspiration in the area of Anti-Bullying and Harassment with lessons modelling of the School's values through its culture and ongoing pastoral care.
- This policy relates to the victim/s of bullying and harassment and also the perpetrator/s. Options available to the Centre will include pastoral support and sanctions may be applied after due process has been conducted.
- This policy applies to children enrolled, parents of children where the matter relates to a Pre-Preparatory activity and staff in the direct employment of the school (paid or unpaid, full time, part time, casual, volunteers) and others (such as parents/carers, clergy, contractors and consultants associated with the Centre).
- Anglicanism forms the basis of the school's values and beliefs. The Pre-Preparatory Centre, as a place of learning, will actively teach and model Christian love, respect for others and inclusion. All staff members, students and their families should feel socially comfortable and safe while part of this community.
- From time to time, an incident of bullying or harassment may occur. Where this is between children, a pastoral care team (that may variously include the Director of Pre-Preparatory, the School Counsellor, teachers and educators) will be assembled to support the parties involved. While the emphasis of this support will be educative, judgements will be made by the Centre as to the action needed to ensure that unacceptable behaviour does not recur. All reported occurrences of bullying and harassment, and their outcomes, will be documented.

St Hilda's School Pre-Preparatory has in place procedures that will encourage the Pre-Preparatory community to work together to maintain a safe environment.

Related documents: [Bullying and Harassment Leaflet for Parents](#)

LINKS TO OTHER POLICIES:

The following are a list of policies relating to the **Bullying and Harassment Policy Support Document**:

- **Behaviour Management Policy Support Document**

POLICY SOURCED FROM:

- Queensland Health - Retrieved January 22, 2018, from <http://conditions.health.qld.gov.au/HealthCondition/condition/8/78/502/peanut-allergy>
- Queensland Government - Retrieved July 20, 2011 from <http://education.qld.gov.au/schools/healthy/anaphylaxis.html>
- Ministerial Council for Education, Early Childhood Development and Youth Affairs. (2017). Education and Care Services National Regulations. Retrieved January 16, 2018, from <https://www.legislation.nsw.gov.au/#/view/regulation/2011/653>
- Parliament of Victoria. (2011). Education and Care Services National Law Act 2013. Retrieved January 16 2018, from <https://www.legislation.qld.gov.au/view/pdf/2017-10-01/act-2013-ecsnlg>

Policy Version:	1.0	Policy Name:	Bullying and Harassment Policy Support Document
Policy Written Date:	12.11.17	Policy Review Date:	
Written By:	Mrs L. Cleverly	Next Review Date:	March 2018
Principal:	Dr J Wilson Reynolds		
Links to National Regulations, Law and NQS Education and Care services National Regulations (2017), Education and Care Services National Law (2013) and National Quality Standards (2017). National Law: 167 Offence relating to protection of children from harm and hazards National Regulation: 90 Medical conditions policy 168(2)(h) Providing a child safe environment			
• NQS: 2.1, 2.2			