

## Student Safety

5.12

### Rationale

1. NAG 5 requires schools to provide a safe physical and emotional environment for students. The Health and Safety in Employment Act (1992) also makes schools responsible for the safety of its staff and students. The Human Rights Act (1993) specifies that sexual or racial harassment is unlawful amongst or between staff and students in a school.
2. This policy will ensure that procedures are in place and practices are carried out so that staff and students are educated and aware of rights and responsibilities in making the school a safe place, both physically and emotionally for students.
3. Definition: Bullying

Bullying covers a range of behaviours which are repeated, unwelcome, unsolicited and non-reciprocal.

It may include verbal intimidation of individuals / groups and/or physical, including threats of harassment or discrimination against others on the basis of their race, colour, culture or religious / spiritual beliefs, discrimination against others on the basis of gender or sexual orientation, indirect harassment such as spreading rumours, harmful gossip, exclusion or deliberate rudeness that is intended to harm, ridicule or diminish or marginalise others.

Inappropriate use of e-mails, mobile phones or social media.

The creation of pages or websites that encourage or facilitate any form of harassment.

Sharing images of others (manipulated or not) without specific consent.

Sexual harassment is a form of bullying and can involve unwanted touching, staring or comments of a sexual nature.

### Requirements

1. Students will be informed of their rights and responsibilities by way of:
  - (a) An annual Safe School assembly presentation in Term 1
  - (b) Safe School posters in classrooms and other school spaces
  - (c) Safe School information in student LMS and School Website
  - (d) Safe School discussion as part of the year 9 orientation and induction programme
2. Staff will be informed of Safe School procedures, practices and responsibilities at a staff meeting at the beginning of each school year.

3. Parents and community will be informed of Safe School procedures and practices through the Principal's newsletter in term one of each school year.
4. Peer Support leaders from Years 12 and 13 will be trained and available to support Year 9 students at the start of each school year.
5. Bullying will be covered as a topic as part of the Junior Health Curriculum.
6. Where possible, guest presenters will be invited to speak to students about youth issues, including bullying.
7. The school will recruit, train, support and maintain a pool of senior PSSP (Peer Sexuality Support Persons) to support students with sexuality and relationship issues, including sexual harassment.
8. There is a separate policy to deal with Cybersafety issues.
9. Restorative practices will be used where appropriate to restore relationships between students, and between staff and students who have been affected by unsafe behaviour.
10. Students must accept responsibility for their behaviour and accept the consequences of their behaviour.
11. Parents must accept responsibility for the behaviour of their students and accept the schools right to apply consequences for that behaviour.
12. Pastoral staff will utilise well accepted strategies, such as undercover teams, to support students who are bullied at school.
13. Advice and guidance is provided to teachers on 'best practice' in dealing with student issues.
14. The College will use well established survey tools to monitor student perceptions of safety (eg SATIS, Wellbeing).

Adopted by Board of Trustees: September 2018