



Bullying and Harassment Policy

Elizabeth Park Schools

Our Beliefs

We believe that every member of our school community has the right to learn, work and play in a safe, respectful and inclusive environment free from bullying, harassment, discrimination and violence.

Bullying and harassment are unacceptable and will be responded to promptly and fairly. We are committed to fostering positive relationships, teaching respectful behaviour, supporting those affected, and working collaboratively with students, families and staff to prevent bullying.

Bullying and harassment may occur between students, staff, parents/caregivers or visitors and can take many forms.

Types of Bullying and Harassment

- Physical – hitting, kicking, pushing, fighting, damaging property, inappropriate touching or invading personal space.
- Verbal – name-calling, insults, offensive language, teasing, rumours, threats or discriminatory comments.
- Social – excluding others, spreading rumours, damaging friendships or encouraging others to isolate someone.
- Cyber – using digital technologies to intimidate, harass or humiliate others.
- Sexual – unwelcome sexual comments, gestures, contact or behaviour.
- Racial or Discriminatory – behaviour targeting a person's identity.
- Visual – offensive images, notes, graffiti, symbols or gestures.

Prevention Strategies

- Explicit teaching of respectful relationships and social-emotional skills.
- Clear reporting procedures and response flowcharts.
- Conflict resolution and problem-solving strategies.
- Positive bystander education.
- Consistent supervision and early intervention.
- Partnerships with families.

Intervention Strategies

- Prompt investigation.
- Student grievance/problem-solving procedures.
- Restorative practices and school-based counselling.
- Parent/carer involvement.
- Behaviour support in line with the Student Behaviour Management Policy.
- Referral to Inclusion and Behaviour Support (IBS) where appropriate.
- Ongoing monitoring.

Review Cycle: Every 3 years