**Brahma Lodge Primary School Positive Behaviour Policy and Procedure**

Our Approach

Brahma Lodge values respect, relationships and responsibility and refers to these values when working with students to encourage ownership and reflection of their behaviour and choices. Restorative justice and trauma informed practices with a focus on emotional regulation, are used to support students to participate in conversations that encourage them to identify their choices and take responsibility for their actions.

Our Aims

Brahma Lodge Primary School’s Anti-Bullying and Harassment Policy provides a framework to ensure that:

* We maintain a safe space for teaching and learning
* Staff support students to participate in conversations that encourage them to identify their choices and take responsibility for their actions using a relational and restorative framework
* Parents/Carers, students and staff work collaboratively to provide a consistent and fair approach to the growth and support of student behaviour, considering the different needs of individual students

Our Values

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| --- | --- | --- |
| **Respect** | **Relationships** | **Responsibility** |

Policy Purpose

* All staff, students, parents and carers should understand what constitutes bullying.
* All staff should be aware of the Anti-Bullying and Harassment Policy and follow it when bullying is reported.
* All students, parents and carers should know the Anti-Bullying Policy and what they should do if bullying occurs.

What is bullying?

Bullying is the use of targeted, intentional and ongoing unwanted behaviour towards another person with the intention of hurting, either physically or emotionally.

**Bullying is not a ‘one off’ problem or incident of harassment or teasing.**

*Bullying can be:*

**Physical** - hitting, pushing, touching, rubbing, grabbing, spitting, taking /damaging property & using weapons.

Sexual - unwelcome physical contact, written, or verbally abusive comments Homophobic focussing on a person’s sexuality

**Racist** - racial taunts about skin colour, culture or religion. Emotional- deliberately excluding, ignoring and disrespecting another person

**Written** - written insults, threats, suggestive comments, name-calling, including using pictures, tags or words Verbal -name-calling, sarcasm, unfair criticism, spreading rumours or teasing

**Face and Body Signals** - looks, stares, facial expressions, and signs Indirect - influencing or organising someone else to harass

**Cyber** – misuse of social media, mobile phone, camera and video facilities. Bystander -watching bullying occur and not doing something to stop it and / or reporting it

Procedures

* Report bullying incidents to staff when they occur for follow up
* Issues will be investigated and documented by BLPS staff
* In some cases, parents/carers will be informed of the follow up that has occurred
* The victim of bullying will be involved / informed of progress towards resolving the issue.
* Support will be put in place to help the bully (bullies) change their behaviour.

Outcomes

We use a range of preventative, intervention and follow-up strategies to best deal with the situation by:

* Using Restorative Trauma Informed Practices to repair and strengthen relationships
* Educating students on how to be confident and to cooperate and get along with others
* Encouraging students to be resilient
* Teaching students about conflict resolution, anger management, problem solving and assertiveness training
* Other consequences may take place and in serious cases, take homes, suspension or even exclusion will be considered
* After the incident / incidents have been investigated and followed up, each case will be monitored to ensure repeated bullying does not take place.

Proactive practice

We will use a number of relevant resources to support the teaching of bullying prevention. All teachers will use the Child Protection Curriculum accompanied by Open Parachute as a reference for teaching students the skills to prevent, recognize and / or manage bullying. Teaching students about respect, relationships, responsibility, honesty and empathy.

Support

* Parent Helpline: 1800222696
* Kids Helpline: 1800551800
* Child & Youth Health Parent Helpline: 1300364100
* [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)
* [www.kidshelp.com.au](http://www.kidshelp.com.au)
* [www.racismnoway.com.au](http://www.racismnoway.com.au)
* [www.beyondblue.org.au](http://www.beyondblue.org.au)