“At Findon, the core values of the school has ensured that the safety of the students and staff remain a high priority. This has allowed me to feel safe and welcomed at school every day.”
Ilhan, student 2014

**Bullying** is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one of more persons.

**Harassment and Discrimination**—is behaviour that targets an individual and group due to their Religion, Physical characteristics, Gender, Sexual orientation, Families, Financial status, Age or Disability.

www.bullyingnoway.gov.au

Safety at Findon High School is **important**. We value each student and believe in supporting them to achieve their best in a secure and caring environment.

If you are being bullied, report it. Don’t ignore it.

**Tell the person** who is bullying you to stop it. Tell them their behaviour is hurtful

**Seek help** by talking to someone you trust

**Report** it to a teacher or school leader

Support the person being bullied

Don’t stand and watch. Get help from an adult

Make it clear that you and your friends disapprove of bullying

If you know of bullying let a teacher know

**If someone you know is being bullied, or you are a bystander who observes or hears a bullying incident, your behaviour becomes part of the problem**

Care enough to do something, even if it doesn’t affect you personally

*Education around Cyber Safety is also something we take seriously at Findon High School.*

If continuing harassment occurs there are consequences including:

1. Possible suspension
2. Exclusion - and / or police involvement

Findon High School is a safe place to learn. We use a range of prevention and intervention strategies. These include:

- Teaching about relationships, diversity, empathy and safety through our Life Long Learning program.
- Developing policies that promote student safety through a continual process of reflection and review.
- Providing opportunities to help students participate and have their say
- Counselling students and families and linking them to community services to promote wellbeing.
- Putting logical consequences in place to support positive behaviours.
- Holding Restorative* conferences to ensure positive outcomes for victims and support to learn and move forward.

*Restorative Justice* is a process where victims and others are given the opportunity to express their feelings, ask questions and have a say in the outcome. Offenders hear firsthand how their behaviour has affected people.
Staff Responsibilities

- Providing safe, stimulating and engaging learning and play areas.
- Introduction of the school’s harassment and bullying policy to students at the start of the year and revisit regularly.
- Delivery of programs which support a ‘harassment and bully free’ environment.
- Encouragement of students to use steps to stop harassment. Follow the **Tell, Seek, Report** process.
- Responding to, and follow up, all concerns expressed by students, families and other staff.
- Implementation of restorative strategies to manage inappropriate behaviour and resolve conflict.
- Maintain a confidential approach to any concerns.

Ensure all staff, students and families are familiar with the Safe School policy.
Support staff to respond to, and follow up concerns.
Respond to, and follow up all concerns expressed by staff, students and families.
Ensure all staff receive appropriate professional development to implement the Safe School policy.

Leadership Responsibilities

- Watch for signs of distress in your child/ren.
- Advise and support your child to report bullying and harassment.
- Discourage your child from retaliating.
- Report your concerns to one of the staff members below.

Parent/Guardian Responsibilities

Along with your child’s Home Group teacher the staff pictured are leaders in supporting our Safe School Policy.

Who you can talk to

- Ms Sue Burtenshaw
  Principal
- Mr Steve Atsalas
  Assistant Principal
  Senior School Coordinator
- Dr Richard Leach
  Assistant Principal
- Mrs Kathy Craig
  Engagement and Wellbeing Coordinator
  Student Counsellor
- Ms Sue Burtenshaw
  Engagement and Wellbeing Coordinator
  Student Counsellor
- Ms Karla Huffa
  Year 10 Coordinator
- Mrs Lyn Meynell
  Junior School Coordinator
- Mrs Alice Gee
  Teacher
  Student Counsellor
- Ms Alice Gee
  Teacher
  Student Counsellor
- Mrs Lyn Meguell
  Junior School Coordinator
- Mrs Kathy Provita
  Pastoral Care Worker

Intervention Programs

Intervention Programs

www.findonhs.sa.edu.au  Email: dl.0805_info@schools.sa.edu.au  Phone: 8445 7944