



FINDON HIGH SCHOOL SAFE SCHOOL POLICY

“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.

Good
Mental
Health



Student Responsibilities

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.

Strategies

Special
Focus
Campaigns



On-site
Services





Intervention Programs



Intervention Programs



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

Parent/Guardian 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.

Who you can talk to

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



Ms Sue Burtenshaw
Principal



Mr Steve Atsalas
Assistant Principal
Senior School
Coordinator



Dr Richard Leach
Assistant Principal



Mrs Kiah Craig
Engagement and
Wellbeing Coordinator
Student Counsellor



Ms Alice Gee
Teacher
Student Counsellor



Ms Karla Huffa
Year 10 Coordinator



Mrs Lyn Meynell
Junior School
Coordinator



Mrs Kathy Pivetta
Pastoral Care
Worker