Rationale:
Mordialloc College is a school that encourages all students to reach their full potential physically, intellectually and socially by providing them with challenging educational experiences within a safe, respectful and positive learning environment. We recognise that bullying exists within school and the wider community, however bullying in any form, whether by staff or students, will not be tolerated. It is understood that bullying can have a profound and ongoing effect on the wellbeing of members of the College.

Definition:
Bullying is a clear form of harassment that involves the imbalance of power of one or more persons over another less powerful person or group and is generally an act that is repeated over time.

Bullying can take many forms including:
- Verbal, (name calling, put downs, threats)
- Physical,(hitting, punching, kicking, scratching, tripping, spitting)
- Social,(ignoring, excluding, ostracising, alienating)
- Psychological (spreading rumours, stalking, dirty looks, hiding or damaging possessions)
- Electronic (SMS, MSN, email, cyber bullying and social networking sites)

Aims:
Mordialloc College will be a safe and supportive environment for the whole school community that
- Reinforces that bullying behaviour is unacceptable
- Is aware of its responsibility to report signs and evidence of bullying to staff
- All reported incidents are followed up and support is given to all parties involved
- Seeks parental and peer-group cooperation

Implementations:
- To provide programs and a school environment that
  - Builds mutual respect and promote safety at school
  - Provides an engaging and inclusive curriculum for all students
  - Promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving
  - Enhances school attendance
  - Encourages supportive relationships
  - Eases transitions
  - Involves parents, family and community
  - Regularly communicates to staff, students and families the school policy on bullying
  - Audits the school community for bullying behaviours
- To adopt specific procedures and protocol, to respond effectively to reported or observed incidents of bullying
  - Clear referral procedures
  - Restorative process including opportunity for counselling, mediation to support students at risk of being bullied or who are bullying others.
- Clear strategies/procedures for intervention including appropriate sanctions and consequences that are understood by the student and are fairly and applied in line with DEECD guidelines
- Recording of bullying incidents

- Provide professional development for all staff members to develop skills and strategies in conflict resolution, classroom and student management
- To develop and strengthen effective community partnerships to enhance wellbeing

**Links to other Policies and Practices:**
Student Engagement Guidelines

**Review:**
This policy will be reviewed by the Programme Development Committee as part of the school's three year review

| This policy was last ratified by School Council in... | 24 March 2011 |