

Bullying Policy

Bullying

An ongoing misuse of power in relationships through repeated verbal, cyber, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious or hidden.

- Students and staff are entitled to be protected from bullying while at school.
- The College should be proactive in implementing strategies to minimise the likelihood of bullying occurring.

Bullying Prevention

Alta-1 will embed bullying prevention strategies through the following elements of the program:

- The sense of belonging created through the caring community context in which the program is conducted.
- The small group context of curriculum delivery.
- The values-based curriculum
- The Personal Recovery and Community Building course.
- Rules and behaviour management practises.
- Positive staff role modelling
- Staff training in areas of change such as cyber bullying
- Providing a safe and user-friendly complaints procedure. [Access Complaints and Grievances Policy here.](#)

Reports and/or incidents of student bullying will be recorded and investigated under the Behaviour Management Policy.

Reports and/or incidents of staff, parents or visitors bullying, following initial investigation, will be referred to a Principal.

A student found to have bullied will be dealt with in accordance with the behaviour management system which may result in suspension or exclusion from Alta-1.

A staff member who is found to have bullied will be referred to the Regional Principal or the Executive Officer.

A parent or visitor who is found to have bullied may be excluded from Alta-1 College sites.

If you are bullied, you can deal with the problem in the following ways:

Leave the area;

Talk about it with an older friend or family member, mentor;

Make an anonymous report that will advise of the situation, the name of a bully or a victim;

Report the incident to a staff member. The staff member will discuss possible courses of action and will not confront the bully without your permission;

Lodge a formal complaint through our complaints process. [Access Complaints and Grievances Policy here.](#)