

POLICY NUMBER: SSCPOL036:3**POLICY TITLE: Safe and Supportive Environment**

Supersedes: SSCPOL036:2

Release Date: January 2020

Review Date: January 2021

1. PURPOSE & SCOPE

Skillset Senior College Limited (SSC) aims to provide an environment where students, employees, parents, caregivers or community members free from bullying or harassment within the learning or working context of SSC.

This policy applies to all SSC staff and students and includes all student's bullying behaviour, including cyber bullying, that occurs in SSC or where there is a clear and close relationship between the school and the conduct of the students.

All members of the SSC community are encouraged to contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.

SSC does not condone corporal punishment of students at school nor support corporal punishment by parents or care-givers of Skillset Senior students.

2. DEFINITIONS

Bullying: Bullying is repeated, unreasonable behaviour directed toward a staff member, other individual, or group that may cause harm, including risks to health and safety.

Unreasonable behaviour means behaviour that a reasonable person having regard to all the circumstances would expect to humiliate, intimidate or threaten another person. Such behaviour can include an individual's or group's actions or practices which humiliate, intimidate or threaten another person without provocation, instigation or retaliation.

Bullying may also amount to unlawful discrimination or harassment.

3. REFERENCES

SLPOL004, SSCPOL013, SSCPOL016, SSCPOL018, SSCPOL022

[Education Act 1990 No 8 \(NSW\)](#)

4. POLICY

5.1 SSC embeds anti-bullying messages into its curriculum, and into other teacher / student interactions where appropriate, for example during mentoring discussions.

5.2 SSC provides a trained Clinical Adolescent Counsellor and Teachers who assist students with a range of personal issues as well as incidents that have taken place on site such as bullying, harassment and being a part of or subjected to anti-social behaviour. This includes advice, mediation, disciplinary action and referrals to other services. The SSC Head of College, Deputy Head of College, Campus Co-Ordinators and all Learning and Support staff have contact details for support services and the local Police Youth Liaison officer (phone 63328679) or general Police line.

5.3 Students are encouraged to report bullying to the Head of College < Deputy head of College or Campus Co-ordinator or a member of SSC staff.

Authorised by: Abbey Barrett

Position: SSC Head of College

Date: January 2020

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- 5.4 Staff members can lodge a complaint regarding bullying by following the steps detailed in the SSCPOL013 policy.
- 5.5 The SSC Head of College or Deputy head of College will investigate all reports of bullying and take appropriate action
- 5.6 SSC does not permit corporal punishment of students attending the College under any circumstances.
- 5.7 SSC does not condone the use of corporal punishment by a parent or caregiver to re-enforce any disciplinary actions implemented by the school.

Authorised by: Abbey Barrett

Position: SSC Head of College

Date: January 2020