

Fairness Awareness Flowchart

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 or more persons. Cyber-bullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

If this happens:

Classroom	Sport	Playground	Before and afterschool	To and from school
tell the class teacher	tell the sport teacher	tell the teacher on duty	tell the Year Advisor or Boys/Girls Advisor	tell the Year Advisor or Boys/Girls Advisor



Teacher or Advisor to take action by:

- A) Student and staff member complete an unfair treatment incident report. Student identifies to staff member a desired outcome
- B) Mediating with students involved to seek an acceptable outcome
- C) Issuing consequences (detention, communication with parent/carer, written apology, purple card if bullying)
- D) If needed referring to the Anti-Racism Contact Officer (ARCO)
- E) Recording on SENTRAL
- F) If unresolved, refer to Head Teacher



Head Teacher to take action by:

- A) Meeting with students involved to seek an acceptable outcome
- B) Issuing consequences (detention, communication with parent/carer, orange card if continued bullying)
- C) If needed referring to the Anti-Racism Contact Officer (ARCO)
- E) Recording on SENTRAL
- F) If unresolved, refer to Welfare Team, Year Advisor (if not involved so far), School Counsellor



Welfare Team, Year Advisor, School Counsellor to take action by:

- A) Meeting with students involved to seek an acceptable change in behaviour and attitude
- B) If needed referring to the Anti-Racism Contact Officer (ARCO)
- C) Developing an individual program to cater for student needs
- D) Recording on SENTRAL
- E) If unresolved refer to Deputy Principal



Deputy Principal to take action by:

- A) Communicating with students and parents to seek an acceptable change in behaviour and attitude
- B) Developing a Risk Assessment and communicating it to all staff
- C) Accessing out of school resources and programs to support/rehabilitate
- D) If needed referring to the Anti-Racism Contact Officer (ARCO)
- E) Issuing consequences (communication with parent/carer, red card, referral to Principal for a discipline meeting if continued bullying)
- F) Recording on SENTRAL