Anti-Bullying Policy

It is every student’s and teacher’s right to feel safe and secure at school. Bullying is totally unacceptable in this school community. The staff of PAL International School support a climate of respect and care for all members of our community.

Bullying occurs when an individual threatens another individual physically or psychologically. This may be done in different ways:
- teasing, defaming, name calling
- threatening actions or gestures, intimidation
- discriminating on the basis of gender, culture, religion or sexual orientation
- deliberately excluding people
- distributing hurtful information via multimedia
- verbal or physical abuse
- cyber bullying

Walk Away Policy

Students who feel threatened by any of the above mentioned acts of physical or psychological bullying (in particular physical abuse) are to immediately walk away from their tormentor and report the act of bullying to:
- Deputy Headmaster and/or
- Class teacher and/or
- Headmaster.

STUDENTS’ CONFIDENTIALITY WHEN REPORTING BULLYING WILL BE RESPECTED.

An individual who has bullied may undertake one of the following processes:

1. Meeting Deputy Headmaster and student.
   - Student to attend anti-bully workshop.
   - Parents informed via a formal letter.
   - Possible mediation between aggrieved parties involving an apology.
   - Strategies devised to overcome cause of bullying.
   - Up to three demerits issued.

2. Meeting Headmaster / parents / student
   - Expulsion / suspension at the discretion of the Headmaster after viewing a students’ full record.
   - If suspended, student to attend an anti-bulling workshop.
   - Parents informed via a formal letter.
   - Possible mediation between aggrieved parties involving an apology.
   - Strategies devised to overcome cause of bullying.
   - Up to three demerits issued.
• At all times the aggrieved party (ies) will be informed of any actions taken and will be offered assistance and guidance.

**Bullying is not tolerated at PAL International School.**

**The basic human rights of all individuals will be observed at all times.**

A copy of the School’s [Anti-Bullying Plan](#) written based on the template provided by the NSW Department of Education and Training website. The Anti-Bullying Plan will be available on the school’s online student portal, the school’s public website, and will be displayed as posters around the school premises. A hard copy of the Anti-Bullying Plan is also available for collection at the Front Office.

The Plan contains information to protect students against bullying:

1. Definition and examples of bullying
2. Our Anti-Bullying Response procedure
3. Staff members whom students can approach for support
4. School strategies to instil anti-bullying knowledge and values
5. Additional contact information for:

**Relevant personnel:**

- Police Youth Liaison Officer (YLO) – Constable Son from Cabramatta Police Station (9725 8999)
- School Liaison Police Officer (SLP) – Constable Son from Cabramatta Police Station (9725 8999)

**Relevant support services:**

- Kids Helpline: 1800 551 800
- Liverpool Neighbourhood Connections (LNC): 9600 0600
- Cabramatta PCYC: 9727 8908
- Child Wellbeing Unit: 1300 480 420
- Department of Community Services, Fairfield: 9722 4000

**REVIEW**

The School’s Anti-Bullying Plan will be reviewed every five (5) years by the Board. The Contact Information will be updated at the start of each School Year to ensure that it contains the latest phone numbers and contact names.