

TALBOT PRIMARY SCHOOL BULLYING FREE WORKPLACE

POLICY

Definition:

Talbot Primary School is a bullying free workplace.

Talbot Primary School is committed to providing all employees with a healthy and safe workplace free from bullying and intimidation. Bullying is not an acceptable part of our work culture. Bullying can harm a person's health and well-being.

Rationale:

Bullying is repeated unreasonable behaviour directed towards an employee or group of employees that creates a risk to health and safety. Examples of behaviour that could be bullying include:

- Verbal abuse
- Initiation practices
- Sabotaging someone's work
- Ridiculing someone's opinion
- Humiliating someone through sarcasm or insults
- Intimidation
- Excluding someone from workplace activities
- Cyber-bullying

Anyone who experiences or witnesses bullying should report it as soon as possible to the principal or Health and Safety Representative (HSR). When bullying is reported, it will be investigated in a timely manner in accordance with the Department of Education and Training procedures. Where necessary a formal investigation will be undertaken and disciplinary action may result.

The principal, employees and volunteers have a responsibility to comply with this policy and to treat everyone who works at Talbot Primary School with dignity and respect.

This policy needs to be read in conjunction with the Student Wellbeing Policy.

Evaluation:

- This policy will be reviewed as part of the school's three year review cycle.

This policy was last ratified by School Council in....

2015
