

# MACS Anti-Bullying Response Pathway



## 1. Policy Access and Awareness

- Policy on the school's website; articles and resources on bullying made available through newsletter and other means.

## 2. Initial disclosure made, first response

- School becomes aware of an incident involving possible bullying. Physical contact stopped (if this involves physical action). Safe environment established for the victim.

## 3. Life threatening incident or risk of significant harm involved?

- Yes – go to Point 6 below
- No – go to Point 4 below.

## 4. Information gathered on Bullying Record Keeping and Investigation form

- Completed by staff member – copy to principal. Pay attention to repeated offences, intent to harm, imbalance of power.

## 5. Is this bullying?

- Yes – go to Point 6 below
- No – go to behaviour management as per school policy.

## 6. Informing appropriate personnel

- Principal informs relevant staff (teacher, leadership team).

## 7. Formal information gathering

- Principal collects statements from interviews. Investigation Form contains advice.

## 8. Case Management instituted by principal (nominated person)

- Anti-bullying plan adopted. Principal and senior staff agree on a written anti-bullying action plan to stop the bullying. Includes support for the victim. Parents/Guardians/Carers of victim involved.

## 9. Situation monitored

- Nominated person reports as required in the anti-bullying action plan to principal.

## 10. Review of plan's effectiveness – Has the plan and the actions stopped the bullying?

- Yes – all records retained, monitoring continues at a lower level
- No – matter referred to MACS Regional General Manager. Plan may be modified, additional support may be offered, suspension and or expulsion may be considered or police may be involved.