



Bullying Prevention and Response Policy

Child Safety Statement

Frank Dando Sports Academy (FDSA) has zero tolerance for child abuse, bullying, harassment, intimidation, discrimination, and harmful behaviour.

FDSA is committed to providing a safe, supportive, respectful, and inclusive learning environment where all students feel physically, emotionally, and psychologically safe. The school is committed to complying with:

- Ministerial Order No. 1359 (2022)
- Victorian Child Safe Standards
- Duty of Care obligations
- Equal Opportunity legislation
- Occupational Health and Safety obligations
- VRQA minimum standards for registration.

PURPOSE

The purpose of this policy is to:

- prevent bullying, harassment, victimisation, and cyberbullying
- promote a culture of respect, accountability, discipline, and positive relationships
- provide clear procedures for reporting, responding to, and managing bullying incidents
- ensure students, staff, parents/carers, volunteers, and visitors understand their responsibilities
- support the wellbeing, safety, and rehabilitation of all students.

At FDSA, strong relationships, structured routines, positive role modelling, physical activity, outdoor education, and restorative practices are used to support behavioural growth and respectful conduct.

SCOPE

This policy applies to:

- all students
- all staff

- casual relief teachers
- volunteers
- contractors
- parents/carers
- visitors
- all school-related activities, including:
 - camps
 - excursions
 - sporting events
 - outdoor education
 - transport
 - online learning environments
 - social media interactions connected to the school.

POLICY STATEMENT

Frank Dando Sports Academy does not tolerate:

- bullying
- harassment
- intimidation
- victimisation
- discrimination
- violence
- threatening behaviour
- cyberbullying
- humiliation or social exclusion.

All students have the right to:

- feel safe
- be treated with dignity and respect
- learn without fear of intimidation or abuse
- report concerns without fear of retaliation.

All members of the school community are expected to contribute to a culture based on:

- discipline
- accountability
- respect
- resilience

- leadership
- integrity
- positive communication.

DEFINITIONS

Bullying

Bullying is repeated verbal, physical, social, or psychological behaviour intended to cause harm, fear, humiliation, or distress.

Bullying may involve:

- an imbalance of power
- deliberate intimidation
- repeated harmful behaviour.

Bullying can occur:

- face-to-face
- online
- individually
- within groups.

TYPES OF BULLYING

Physical Bullying

Includes:

- hitting
- pushing
- kicking
- damaging belongings
- physical intimidation.

Verbal Bullying

Includes:

- insults
- name-calling
- racist or discriminatory comments
- threats
- mocking or humiliation.

Social or Emotional Bullying

Includes:

- exclusion
- spreading rumours
- manipulation
- public embarrassment
- encouraging others to isolate a student.

Cyberbullying

Includes:

- abusive messages
- fake accounts
- sharing humiliating images/videos
- online harassment
- social media intimidation
- group chat abuse
- threatening or degrading online behaviour.

Cyberbullying occurring outside school hours may still be managed by FDSA where it impacts student wellbeing, safety, relationships, or the learning environment.

BEHAVIOURAL EXPECTATIONS

Students at FDSA are expected to:

- treat others respectfully
- use appropriate language
- follow staff directions
- resolve conflict appropriately
- demonstrate self-control and accountability
- report unsafe behaviour
- support peers who may be vulnerable.

Students must not:

- encourage bullying behaviour
- film or share fights or incidents
- use social media to humiliate others
- threaten or intimidate others
- engage in retaliation or revenge behaviour.

TRAUMA-INFORMED AND RESTORATIVE APPROACH

FDSA recognises that many students may have experienced:

- trauma
- family instability
- social disadvantage
- emotional dysregulation
- previous educational disengagement.

The school uses a trauma-informed and restorative approach that:

- maintains clear boundaries and consequences
- teaches emotional regulation and accountability
- supports behavioural change
- encourages empathy and repair of relationships
- reinforces positive behaviour through structure and mentoring.

Restorative practices may include:

- mediation
- guided discussions
- reflection activities
- written apologies
- restorative conferences
- behaviour improvement plans.

Restorative approaches will not replace disciplinary consequences where serious behaviour has occurred.

REPORTING BULLYING

Students are encouraged to report bullying to:

- teachers
- wellbeing staff
- the Principal
- trusted staff members
- parents/carers.

Reports may be:

- verbal
- written
- anonymous where appropriate.

All reports will be taken seriously and investigated promptly.

RESPONSE PROCEDURES

When bullying is reported or observed, FDSA will:

1. ensure immediate student safety
2. gather information from relevant parties
3. document the incident
4. assess the seriousness and ongoing risk
5. contact parents/carers where appropriate
6. implement appropriate interventions and consequences
7. provide wellbeing support
8. monitor ongoing behaviour and student safety.

DISCIPLINARY ACTIONS

Consequences may include:

- verbal warning
- restorative intervention
- parent meetings
- loss of privileges
- detention
- behaviour contracts
- internal withdrawal

The Principal retains discretion regarding disciplinary outcomes based on:

- severity
- intent
- safety risk
- previous behaviour
- willingness to accept accountability.

CYBERBULLYING AND DIGITAL SAFETY

Students must use technology responsibly and respectfully.

FDSA may investigate cyberbullying where online behaviour:

- affects student wellbeing
- threatens safety
- disrupts the school environment
- damages relationships within the school community.

Students must not:

- record fights or incidents
- upload humiliating material
- create fake accounts
- engage in online harassment
- share harmful content.

Mobile phones and digital devices may be confiscated in accordance with the school's Mobile Phone and Acceptable Use Policies.

CAMPS, SPORT AND OUTDOOR EDUCATION

Bullying, intimidation, hazing, or exclusion during:

- camps
 - fitness training
 - combat sports
 - outdoor education
 - gymnasium activities
 - team events
- is strictly prohibited.

Students participating in physically demanding activities are expected to:

- encourage teammates
- demonstrate sportsmanship
- show self-control
- maintain respect toward peers and staff.

Any misuse of physical strength, fighting skills, or intimidation will be treated seriously.

SUPPORT FOR STUDENTS

FDSA will provide appropriate support for:

- students affected by bullying
- students engaging in bullying behaviour
- witnesses impacted by incidents.

Support may include:

- wellbeing referrals
- counselling
- mentoring
- behaviour support plans

- safety planning
- parent/carer meetings
- external agency referrals where appropriate.

PARENT AND CARER RESPONSIBILITIES

Parents/carers are expected to:

- support respectful behaviour
- communicate concerns promptly
- cooperate with investigations
- reinforce school expectations at home
- avoid escalating conflict through social media or public commentary.

STAFF RESPONSIBILITIES

All staff are responsible for:

- actively supervising students
- modelling respectful behaviour
- responding to incidents consistently
- documenting concerns
- following reporting procedures
- promoting a safe and inclusive environment.

Staff must not ignore, minimise, or dismiss reports of bullying.

RECORD KEEPING

FDSA will maintain records of:

- reported incidents
- investigations
- actions taken
- wellbeing supports implemented
- communication with families.

Records will be managed confidentially in accordance with privacy obligations.

RELATED LEGISLATION AND STANDARDS

This policy aligns with:

- Ministerial Order No. 1359 (2022)
- Child Safe Standards

- Education and Training Reform Act 2006
- Equal Opportunity Act 2010
- Occupational Health and Safety Act 2004
- Disability Discrimination Act 1992
- Privacy legislation.

RELATED POLICIES

This policy should be read alongside:

- Child Safety and Wellbeing Policy
- Student Wellbeing and Engagement Policy
- Behaviour Management Policy
- Duty of Care Policy
- Camps and Excursions Policy
- Mobile Phone and Acceptable Use Policy
- Complaints and Grievances Policy
- Digital Technologies Policy
- Mandatory Reporting Policy.

REVIEW AND EVALUATION

This policy will be reviewed annually or earlier if:

- legislative requirements change
- a significant incident occurs
- Department guidance changes
- operational improvements are identified.

The Principal will ensure ongoing monitoring and evaluation of bullying prevention strategies and school culture initiatives.

Created: June 2026

Approved By: School Board – Frank Dando Sports Academy

Next Review Date: June 2027