

Kilcoo Code of Conduct and Anti-Bullying Policy (Summary)

Anti-Bullying Policy

At Kilcoo, we strive to create a safe, respectful, and welcoming camp environment by building and maintaining positive relationships between students/campers, staff and parents. Bullying and intimidation have a meaningfully negative effect on the camp experience. We prefer to address problematic behaviour rather than label a staff member/child as a 'bully' or victim'.

Anti-Bullying Policy Objectives:

- Provide clarity to all staff, campers, and parents as to what constitutes bullying.
- Ensure all staff are thoroughly familiar with the bullying policy, and their responsibility to follow it appropriately when bullying is reported or observed.
- Provide clarity to campers as to the steps to take when bullying occurs or is observed.
- Provide confidence to campers and parents that Kilcoo takes bullying seriously and will support campers and their families when bullying is reported.
- Define consequences and ensure they are applied in a consistent manner, commensurate with a defined range of considerations.
- Declare clearly that bullying will not be excused, permitted, or tolerated.

Knowing the Warning Signs and Symptoms of Bullying

Not all victims of bullying will be forthcoming. Even if a camper or staff is not forthcoming about being bullied, there may be signs or symptoms that suggest a problem. Staff training will include an awareness of these symptoms and what they signify. Staff will be directed to investigate and report issues that they learn of.

Anti-Bullying Action Plan, includes the following courses of action:

- **Any staff member** who witnesses bullying will first ensure that the students/campers are safe and supported.
- **Campers** are *encouraged* to report witnessed or suspected bullying to a Senior Staff member or Section Director.
- **LITs and Counsellors** are *obligated* to be vigilant for signs and symptoms of bullying and to report witnessed or suspected bullying to a Senior Staff member or Section Director.
- The Senior Staff member or Section Director is accountable to investigate and determine details of the incident and will then *escalate appropriately*.
- **The consequence(s) for the student / camper who is bullying will range from discussion to suspension to expulsion.**

The Kilcoo Anti Bullying Action Plan is designed as a transparent partnership between parents and staff. Transparency is paramount as secrecy generally allows bullying to continue unabated and makes dealing with the issue very difficult.

The full code and policy are to be reviewed with all staff in pre-camp and prior to any school groups arriving at Kilcoo and with all other staff and LIT's prior to any campers arriving for their camp sessions. Parents will be provided with the code and policy to review with their respective campers prior to them arriving at Kilcoo.