

From: [Andrew](#)
To: [House of Assembly - GAA](#)
Subject: Inquiry into Discrimination and Bullying in Tasmanian Schools
Date: Tuesday, 24 December 2024 8:35:34 AM

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Hi.

I am writing about the Inquiry into Discrimination and Bullying in Tasmanian Schools.

Until very recently, I was unaware of this inquiry.

In order for schools and colleges to much better address and respond to matters and incidents, I think it is important to propose the idea of a new position: a, Student Welfare and Behaviour Management Manager or Officer. (Either one per school, or grade, dependent on the number of student enrolments and school or college size.)

Such an employee would be responsible and tasked with dealing with/addressing, managing, responding to, and deciding on incidents, reports and records of bullying.
-But also being one key and lead person in a school organisation to promote, manage and support student welfare and wellbeing.

Now under such an idea and proposal, class teachers would still be required to be responsible for managing and responding to bullying. (Particularly as they work and are exposed on the front line of contact, observation, management and supervision of their students.)

But any incidence and acts of bullying that already should be reported and recorded (documented) by teachers, could then be passed on to the Student Welfare and Behaviour Management Manager or Officer.

- Who's proposed designated and specific job purpose and description, would be the one who has more time and resources to properly address, examine and decide upon the right mild, moderate, or more serious response and consequence to fit such acts committed.
- All while at times communicating with teachers/principals and keeping them informed.

Which in turn such action is communicated and provided to parents to show responsiveness, responsibility, accountability, and transparency.

As well as work through and aim to find solutions to issues or problems that hinder student welfare or wellbeing, which negatively impact their schooling.

While the principal would remain responsible for ensuring employed teachers and staff observe, follow and can demonstrate expected standards, policies, procedures, processes for awareness, knowledge, understanding, management and responses to student welfare matters and issues, including bullying.

Regards,
Andrew Walter