



Bullying Policy	
Adopted By: Principal	Review Date: July 2016
To Be Reviewed: As Required	

1. Statement of Intent

Bullying of any kind is unacceptable at our College.

Each person is highly valued and loved by God, therefore staff and students do not tolerate bullying in any form.

2. What is Bullying?

2.1. Bullying is:

- Choosing to be deliberately hurtful (physically or psychologically)
- Repeated often over time
- An action that causes distress for the person being bullied
- A threatening behavior that makes it difficult for the victim to defend themselves against it

2.2. Bullying can be:

- Emotional, being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal – name calling, sarcasm, spreading rumors, teasing

2.3. Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and to feel safe. Students who are bullying need to learn different ways of behaving.

The College has a responsibility to respond promptly and effectively to issues of bullying and to instruct the students on God's standard for relationships.

3. Objectives of this Policy

- All members of the College Council, teaching and non-teaching staff, students and parents should have an agreed understanding of what bullying is.

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- All teaching and non-teaching staff should know what the College policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the College policy is on bullying and what they should do if bullying arises.
- As a College we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

4. Signs and Symptoms

A student may indicate by signs and behaviour that they are being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from College
- Doesn't want to go on the College / public bus
- Begs to be driven to College
- Changes their usual routine
- Is unwilling to go to College (College phobic)
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in College work
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay bully)
- Has lunch or other monies continually lost
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

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These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Statistics show that if a child does admit to being a victim, parents are usually the first person a child will tell. Parents are also in the best position to be able to know if something is wrong even if their child does not volunteer the information. Parents therefore play a vital role in helping pinpoint bullying problems.

5. Procedures

- Anyone who is aware of bullying is expected to tell a staff member. This may be the victim, an observer or anyone else.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Incidents will be recorded by appropriate staff using the Incident Report procedure and a copy filed in the Incident Report File as well as student file (copy in both victim's and bully's file)
- In serious cases parents will be asked to attend a meeting at the College to discuss the problem.
- If necessary and appropriate, police will be consulted.
- Training will be given to help bullies change their behaviour
- Victims will be supported and given strategies to deal with any future incidents.

6. Outcomes

- The bully (bullies) will be asked to genuinely apologise by asking for the victim's forgiveness.
- Appropriate consequences will be enforced (as specified in the Discipline and Behaviour Management Policy).
- In serious cases suspensions or even expulsion may be required, in line with the Discipline and Behaviour Management Policy.
- If possible the students will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

7. Prevention

A variety of methods will be used to assist students to prevent bullying.

These will include:

- Having a set of College and classroom rules
- Each year every class will implement a series of lessons in Term 1 on bullying prevention.
- Focusing some of our Connecting with God times and Scripture lessons on showing Godly respect toward each other.

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- Having discussions about bullying and why it matters throughout the year
- Ensuring all staff members are familiar with the Bullying Policy.