

Student Bullying Prevention Policy

Purpose

The School aims to provide a safe and supportive environment in which all students are treated fairly, with dignity and with respect.

Policy

The School recognises that bullying creates a risk to health and safety, and can cause long term effects to those involved. Bullying will therefore not be tolerated at this School.

This policy applies to all student bullying behaviour, including cyberbullying, that occurs at the School and off school premises where there is a clear relationship between the school and the conduct of the student.

The national definition of bullying for Australian schools¹ says:

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying may include:

- verbal abuse and abusive, belittling derogatory, insulting or offensive language or comments (whether or not such language or comments are made in the presence of the person to whom they relate);

¹ The national definition of bullying for Australian schools was developed by the Safe and Supportive School Communities Working Group. This national group includes all state, territory and federal education departments, as well as national Catholic and independent schooling representatives.

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- aggressive behaviour;
- making threats;
- isolating or excluding behaviour;
- spreading misinformation, rumours or innuendo;
- inappropriate comments about a person's appearance, lifestyle, their family or sexual preferences;
- teasing or regularly making someone the brunt of pranks or practical jokes;
- interfering with personal property;
- sending inappropriate emails;
- engaging in offensive conduct towards a person on social media; and/or
- harmful or offensive initiation practices.

The above examples do not represent a complete list of unreasonable behaviours, however they are indicative of the type of behaviours which may constitute bullying and therefore are unacceptable at the School.

A person's intention is irrelevant in deciding if bullying has occurred. In assessing whether behaviour is unreasonable, one should consider if an impartial person observing the situation, and having regard to all of the relevant circumstances, would think it is acceptable to behave that way.

A single incident of unreasonable behaviour does not usually constitute bullying. However, such behaviour is still not acceptable and should not be ignored as it may have the potential to escalate into bullying.

Responsibilities

The **Principal** is responsible for overseeing the implementation of this policy. The Principal has a duty to take reasonably practicable steps to manage risks to health and safety in the School.

Other members of the **School Leadership** have a duty to take reasonably practicable steps to ensure that this policy is adhered to in their respective areas. Any breaches of this policy observed by a member

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of the School Leadership will be addressed promptly in accordance with this policy and the behaviour management procedures.

All **School Staff** have a responsibility to take reasonably practicable steps to:

- respect and support students;
- model and promote appropriate behaviour;
- have knowledge of school policies relating to bullying behaviour; and
- respond in a timely manner to incidents of bullying in accordance with this policy and the behaviour management procedures.

All **Students** have a responsibility to:

- behave appropriately, respecting individual differences and diversity;
- behave as responsible bystanders; and
- report incidents of bullying to the School.

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All **Parents and Carers** have a responsibility to:

- Support their children in developing responsible behaviour;
- Assist their children in understanding bullying behaviour;
- Support their children in developing positive responses to incidents of bullying;
- Report incidents of school related bullying behaviour to the School; and
- Work Collaboratively with the School to resolve incidents of bullying when they occur.

Implementation

The School will take reasonably practicable steps to discourage bullying by:

- Promoting the school as a bully-free environment;
- Delivering wellbeing programs to students to discourage bullying behaviour;
- Ensuring wellbeing support for students;
- Providing effective behaviour management procedures; and
- Training staff to detect and deal with bullying behaviours.

The following policies and procedures should be read in conjunction with this policy:

- Child Protection Policy
- Duty of Care Policy
- Behaviour Management Procedures
- Anti-Discrimination Policy
- Grievance and Communication Policy

Evaluation

The Board is responsible for evaluating compliance with the policy. Evaluation will be facilitated by means of:

- Principal's Report to every Board Meeting; and
- Minutes from Board Committee Meetings.

Record of Review

Version	Date	Description
1	February 2017	New policy document endorsed by the Board

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