

STUDENT BULLYING POLICY

Christian Rationale:	<p>The mission of Annandale Christian College is to provide quality Christ-Centred education through a partnership with parents, teachers and students which recognises the Lordship of Christ and the integrity of the Scriptures. In such an environment students will feel secure and be encouraged to reach their God-given potential and become mature, servant-hearted members of society.</p> <p>All children are precious in the sight of God. The Bible indicates that the nurture of children is a high priority in the community with specific responsibility being given to parents (Ephesians 6:4; Deuteronomy 4:9). It is the responsibility of all members of Annandale Christian Community to love, and therefore protect, all students in their care. This love, as described in 1 Corinthians 13, must guide the words and actions of staff members as they partner with parents.</p> <p>As a Christian community we all have a responsibility to ensure the safety of every child in our care for every child that God has formed in their mother's womb: 'For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.' (Psalm 139:13 – 14). In honouring children this way, we too honour our Lord and His creations.</p>	
Purpose:	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur.	
Scope:	Students, parents and employees, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
Status:	Approved	Supersedes: Bullying Policy 2016
Authorised by:	Principal	Date of Authorisation: 9 May 2023
References:	<ul style="list-style-type: none"> • <u>Education (Accreditation of Non-State Colleges) Regulations 2001 (Qld)</u> • <u>Australian Education Act 2013 (Cth)</u> • <u>Australian Education Regulations 2013 (Cth)</u> 	

	<ul style="list-style-type: none"> • Annandale Christian College Bullying Procedure • Annandale Christian College Student Code of Behaviour and Practices • Annandale Christian College Child Protection Policy • Annandale Christian College Disability Discrimination Policy • Annandale Christian College Student Code of Conduct • Annandale Christian College Dispute Resolution Policy 	
Review Date:	Every 2 years	Next Review Date: 9 May 2025
Policy Owner:	Principal	

POLICY STATEMENT

Annandale Christian College is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

In order to prevent bullying from occurring, Annandale Christian College will implement the following actions:

- Raise awareness of the College community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the College
- Develop and promote effective social skills and positive relationships amongst students

In order to respond appropriately to any incidences of bullying, Annandale Christian College will endeavour to:

- Develop an appropriate mechanism for students and parents to report bullying
- Educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to then report all incidences of bullying
- Educate employees on how to appropriately respond to reports of bullying
- Investigate and act upon all reports of bullying
- Take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures.

Annandale Christian College Bullying Procedure explains the bullying reporting mechanism for students and parents, and details how employees will respond to reports, including that all reports will be investigated and acted upon, with appropriate support and consequences implemented.

DEFINITIONS

- **Bullying** : is a systematic and repeated abuse of power. In general bullying may be defined as:
 - dominating or hurting someone
 - unfair action by the perpetrator(s) and an imbalance of power
 - a lack of adequate defence by the target and feelings of oppression and humiliation

It can occur at any age, across cultures, genders and socioeconomic groups. It can happen in the playground, toilet areas, to and from College or in the classroom.

- **Physical bullying:** this is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying
- **Verbal bullying:** repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse
- **Covert bullying:** such as lying about someone, spreading rumours, playing a nasty joke that makes the person feel humiliated or powerless, mimicking or deliberately excluding someone
- **Psychological bullying:** for example, threatening, manipulating or stalking someone
- **Cyber bullying:** using technology, such as email, mobile phones, chat rooms or social networking sites to bully verbally, socially or psychologically

RESPONSIBILITIES

College Responsibilities

Annandale Christian College acknowledges its responsibility to endeavour to:

- Raise awareness of bullying and how the College will respond to it
- Take action to help prevent bullying
- Implement a reporting mechanism for students and parents
- Educate students and parents on how to respond to bullying and how to report it
- Educate employees on how to appropriately respond to bullying
- Investigate and act upon all reports of bullying, including providing appropriate support and consequences
- To ensure that the curriculum and programs include anti-bullying messages and promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving

Employee Responsibilities

At Annandale Christian College employees have a responsibility to:

- Uphold and consistently apply this Policy
- Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences.

Parent Responsibilities

At Annandale Christian College parents have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying
- Encourage their child to take steps to stop bullying as directed under this Bullying Policy.

Student Responsibilities

At Annandale Christian College students have a responsibility to:

- Not engage in bullying behaviour towards others
- Report bullying occurring to either themselves or others
- Take steps to stop bullying as directed under this Bullying Policy

IMPLEMENTATION

Annandale Christian College will take the following steps to enact this policy:

- Awareness:
 - the College will provide access to this policy to staff and the wider community.
 - appropriate information about this policy and its expectations on students and parents will be provided.
- Training:
 - Child Safety Training will be provided to staff on an annual basis.
 - Staff and students will be trained in how to report bullying behaviour.
- Record keeping, monitoring, reporting:
 - Students can report bullying behaviour to a staff member or via Stymie.
 - Bullying reports will be investigated and documented by Deputy Principal Primary / Secondary.
 - Student behaviours may be recorded on the College Behaviour Notes.
 - Where criminal activity has occurred, it will be reported to the police for investigation
- Feedback:
 - where possible, provide feedback to:
 - a. The complainant
 - b. the respondent
 - c. the students and staff (where appropriate to do so)

COMPLIANCE AND MONITORING

When a report of student bullying occurs, the Deputy Principal Primary / Secondary will investigate if there is a reasonable belief that bullying has occurred. Appropriate consequences will be put in place which usually involves escalating measures as per the ACC Bullying Procedure to deal with ongoing issues. If a person who is bullying others does not respond to a request to stop bullying, then for the protection of the other members of the College, expulsion or dismissal may be the result.

Assistance, where deemed appropriate, will be offered to both the victim and perpetrator of bullying incidences.

Reports may be shared with relevant staff, executive and the Board.