



Anti-Bullying Policy (Students)

PURPOSE

The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur. This policy seeks to build an environment conducive to safety through pro-active management of all forms of bullying that may occur within the College. ¹

SCOPE

The policy covers students and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

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 school 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 make 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, social networking sites to bully verbally, socially or psychologically

¹ Workplace bullying of staff is covered in a different policy.

POLICY RELEASE DETAILS

STATUS: ADOPTED

VERSION: 2017

REVIEW DATE: BI-ANNUALLY

DATE ADOPTED: 17 MAY 2019

RESPONSIBILITY: Principal

NEXT REVIEW DATE: MAY 2019

Bullying is not:

- Mutual Conflict: where there is an argument or disagreement but as a single incident and there is not an imbalance of power.
- Social rejection or dislike: It is not feasible to think that every student must like every other student. Refusing to play with a particular child or, for example, not inviting them to a birthday party, is not bullying, provided social rejection is not directed towards someone specific and does not involve deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- Single acts of misbehaviour, meanness, aggression or intimidation: A single incident of misbehaviour (nastiness, physical aggression, verbal abuse, push or shove) is not bullying. While this behaviour is not condoned, it is not bullying, and will be responded to in a different manner and should be reported as such.

LEGISLATION

Element 3 of the National Safe Schools Framework² recommends schools develop various policies and procedures with the following characteristics:

- 3.1. Whole school, collaboratively developed policies, plans and structures for supporting safety and wellbeing.
- 3.2. Clear procedures that enable staff, parents, carers and students to confidentially report any incidents or situations of child maltreatment, harassment, aggression, violence or bullying.
- 3.3. Clearly communicated procedures for staff to follow when responding to incidents of student harm from child maltreatment, harassment, aggression, violence, bullying or misuse of technology.

POLICY STATEMENT

Good Shepherd Lutheran College exists to provide “Quality Christian education in a caring environment.” Each person, as a valuable member of our community, needs to feel safe and secure and be encouraged to reach their potential. Each person is recognised as a unique individual bringing special qualities and gifts to share. Good Shepherd Lutheran College celebrates these differences in an environment of shared respect for self, others and the community.

Therefore, Good Shepherd Lutheran College does not tolerate bullying and harassment in any form.

Good Shepherd Lutheran 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, Good Shepherd Lutheran College will implement the following actions:

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

In order to respond appropriately to any incidences of bullying, Good Shepherd Lutheran College will:

- Develop an appropriate mechanism for students and parents to report bullying

² from Australian Education Regulations 2013 s44 (2) (d)

- 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 all students involved and/or disciplinary measures.

The following procedures explain 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.

RESPONSIBILITIES

School Responsibilities

Good Shepherd Lutheran College acknowledges its responsibility to:

- Raise awareness of bullying and how the school 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

Employee Responsibilities

At Good Shepherd Lutheran 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 in accordance with the appropriate reporting methods.

Parent Responsibilities

At Good Shepherd Lutheran College parents have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying to themselves or others
- Encourage their child to take steps to stop bullying as directed under appropriate reporting methods.

Student Responsibilities

At Good Shepherd Lutheran College students have a responsibility to:

- Not engage in bullying behaviour towards others
- Report bullying occurring to them or others
- Take steps to stop bullying as directed under the appropriate reporting methods.

PROCEDURES

The primary aim of the Good Shepherd Lutheran College's response is to restore a positive learning environment for all students. The second focus is to avoid escalation of issues or causing more harm.

1. Where the student feels confident to respond, students confronted with bullying behaviours may utilise the various strategies learned during anti-bullying education sessions. eg WITS, ignore, respond assertively but appropriately, etc
2. If a student feels that they have been bullied or need assistance responding to a bully they should report it the relevant Student Coordinator (Junior/Middle/Senior Years) or College Counsellor. They can also report it to any member of staff who will refer the matter to the relevant Student Coordinator.
 - a. Reporting can be via any method of communication with which the student feels comfortable. Eg in person, written note, via email, with a friend, via a parent
3. The Student Coordinator will respond to each report by working with all students involved restoratively with the aim of avoiding escalation of issues or causing more harm.
4. The main aim of responding to bullying is to stop the bullying, rather than punishing those involved, although this does not preclude consequences being put in place if bullying persists.

ASSOCIATED DOCUMENTS

Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)

Australian Education Act 2013 (Cth)

Australian Education Regulations 2013 (Cth)

GSLC Fostering a Community of Respect : Positive Climate for Learning and Personal Development Policy

GSLC Child Protection Policy

GSLC Disability Discrimination Policy

GSLC Student and Staff Code of Conduct

GSLC Complaints Policy and Procedures