



Calrossy Anglican School

ANTI-BULLYING POLICY (Student)

Statement of Belief

Each student at Calrossy Anglican School has the right to learn, interact with others and grow in an environment where they are treated with fairness and respect, where they feel safe and enjoy a sense of belonging. All students have the right to experience positive and respectful relationships and to be free from bullying. Any form of bullying is contrary to the school philosophy and will not be tolerated. A student has the right to seek advice and support if they experience bullying of any kind. Bullying is regarded as being completely unacceptable behaviour and is looked upon as a serious welfare and discipline issue.

Definition

Bullying is a deliberate, repeated and intentional behaviour or act which causes distress, harm, hurt or fear to another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and/or harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- Physical bullying
 - Pushing, hitting punching, bumping, kicking
 - Obstructing/confining
 - Stealing/hiding property
 - Damage or interference to personal belongings
- Verbal/Written
 - Mocking/taunting
 - Making derogatory comments/belittling
 - Threatening violence/physical aggression
 - Insulting/shouting/swearing at
 - Homophobic/transgender comments
 - Racial/minority group comments
 - Writing abusive/threatening notes
 - Talking about others inappropriately behind their backs or within earshot
- Social/Psychological
 - Visual – staring at threateningly
 - Standing close, acting in a threatening manner
 - Excluding from activities, groups or events
 - Ignoring
 - Saving seats
 - Creating paranoia – whispering, stopping activities when target student enters room
 - Indirect behaviour eg spreading rumours or manipulation of others
- Cyber bullying
 - Use of technology eg. Internet or social media to hurt another person or group of people
 - Initiating inappropriate emails
 - Sending abusive or malicious emails and text messages, including unwanted text messages that contain sexually explicit content
 - Accessing, altering or deleting others work or folders
 - Writing harmful/hurtful comments about others on social networking sites, unauthorised recording, taking or publishing of photos

General Preventive Strategies

Calrossy recognises that the implementation of whole school prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no bullying' culture within the School:

- a Christian focus that emphasises care, tolerance and respect for others
- a school ethos that encourages positive relationships between all members of the school community
- an emphasis on showing appreciation and valuing the achievements of others
- a structured curriculum and peer group support system that provides age appropriate information and skills relating to bullying and bullying prevention to students
- Regular provision of information to parents/carers, to raise awareness of bullying as a School community concern to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying
- Promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students and parents/carers
- Monitoring of all students laptops during the school day and in Boarding through IT systems and monitoring.

Both in class, at whole School assemblies and Chapel Service as well as during special anti-bullying workshops run as part of the overall pastoral care and welfare programme, students are:

- encouraged to deal with conflicts openly, calmly and honestly
- encouraged to accept responsibility for their own words and actions
- taught to recognise bullying and to think about how they may be hurting others
- taught positive strategies for dealing with bullying
- given advice as to where to seek help
- involved in classroom proactive anti-bullying programmes

Responsibilities

Students and their parents/carers are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse. Early intervention is more likely to result in a favourable outcome.

Reporting of suspected bullying incidents is encouraged so as to provide assurance to students who experience bullying (and their parents/carers) that:

- bullying is not tolerated at Calrossy
- concerns are taken seriously
- there is a clear strategy for dealing with bullying issues

Staff should:

- model caring, respectful and tolerant behaviour
- listen and respond appropriately to reports of bullying
- act to stop the behaviour continuing
- contact the appropriate Wellbeing team member and report concerns
- participate in the education, training and professional development of staff in bullying prevention and response strategies
- acknowledge the right of parents/carers to speak with the appropriate school staff if they believe that their child is being bullied.

Students who are bullied should:

- report the bullying to a staff member as soon as possible
- report the bullying to their parents
- work within the framework of the School Student and Parent/Guardian Grievance Policy.

Witnesses to bullying should:

- intervene if they are able
- seek staff assistance and report their concerns to a staff member

Parents should:

- listen sensibly and sympathetically
- encourage students to report that they are being bullied
- contact the school themselves if it appears that the student's efforts to deal with the bullying are not working
- contact the appropriate Leader of Wellbeing/Boarding staff member/Class teacher
- work within the framework of the Calrossy Anglican School Student and Parent/Guardian Grievance Policy.

Action

Calrossy Anglican School's response to bullying may include:

- Discussions between students involved and appropriate staff members
- Working with the victim and their parents to provide support, protection and strategies for dealing with the problem
- Working with students reported as being involved in bullying others to help them to understand that bullying is unacceptable and to develop better relationship skills
- Provide assurance that confidentiality will be respected
- Disciplinary action when warranted and in these situations, informing parents that their child is involved in bullying others
- Taking the time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders without the involvement of parents;
- Taking the time to understand any concerns of individuals involved
- Maintain records of reported bullying incidents in student management system
- Escalating the response when dealing with persistent bullies and/or severe incidents
- Ensuring that, in the case of repeated offences after warnings, the student be encouraged or required to have ongoing counselling with school welfare staff or private counsellors
- Disciplinary action may, if warranted, result in suspension from School.

The School explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment.

The School does reserve the right to involve NSW Police and relevant authorities in accordance with the Calrossy Anglican School Child Protection Policy, Code of Conduct and the Grievance Policies.

Related Policies

- Child Protection Policy
- Code of Conduct (Staff/Parent/Student)
- Discipline Policy
- Welfare and Wellbeing Policies
- Student Behaviour Management Framework