



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, spitting
 - Obstructing/confining
 - Stealing/hiding property
 - Damage or interference to personal belongings
- Verbal/Written/Non-verbal
 - Mocking/taunting
 - Making derogatory comments/belittling, name calling
 - Threatening violence/physical aggression
 - Insulting/shouting/swearing at
 - Rude or scornful gestures
 - Homophobic/transgender comments
 - Racial/minority group comments
 - Writing abusive/threatening notes
 - Graffiti
 - Talking about others inappropriately behind their backs or within earshot
 - Spreading rumours
- Social/Psychological
 - Visual – staring at threateningly
 - Standing close, acting in a threatening manner
 - Excluding or isolating from activities, groups or events
 - Ignoring
 - Saving seats
 - Creating paranoia – whispering, stopping activities when target student enters room
 - Indirect behaviour e.g. spreading rumours or manipulation of others
- Cyber bullying
 - Use of technology e.g. 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 or posting harmful/hurtful comments about others on social networking sites, unauthorised recording, taking or publishing of photos

General Preventative 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 related 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 program, 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 programs

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:

- know and understand the School's policies in relation to bullying
- model caring, respectful and tolerant behaviour and maintain a safe environment

- listen and respond appropriately and in a timely manner to reports/incidents of bullying, including managing, reporting and escalating incidents when needed
- act to stop the behaviour continuing
- contact the appropriate Wellbeing team member e.g. Year Adviser, Head of Junior School, Head of Middle School, Head of Senior School, Head of Boarding 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:

- save any evidence of bullying
- report the bullying to a staff member as soon as possible
- report the bullying to their parents or trusted adult
- work within the framework of the Complaints Handling Policy and Procedure and the School Student and Parent/Guardian Grievance Policy.

Witnesses to bullying should:

- intervene if they are able by speaking up and asking the other person to stop
- refrain from escalating the situation
- seek staff assistance and report their concerns to a staff member, either in person or in writing e.g. email

Parents should:

- listen sensibly and sympathetically and model and promote supportive, respectful and caring behaviour
- never approach someone else's child to challenge or investigate their behaviour or defame any individuals
- 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 class teacher or Head of Junior School, Year Adviser or Head of Middle or Senior School as relevant
- observe confidentiality
- raise any concerns they may have regarding the process or outcome with the Deputy Principal or Principal
- support the outcome in the interest of all involved
- work within the framework of the Calrossy Anglican School Complaints Handling Policy and Procedure and the Student and Parent/Guardian Grievance Policy.

Responding to Allegations of Bullying

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
- Providing 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 the Hub student pastoral care 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 or private counsellors
- Disciplinary action may, if warranted, result in suspension or expulsion from the 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 Complaints and Grievance Policies.

Procedures

The investigation of an allegation of bullying is well documented and parent involvement is paramount in the process of the investigation. Principles of natural justice and due process underpin any investigation into an allegation or complaint about bullying. In general, investigations will be undertaken by the Head of the relevant section of the School e.g. Head of Junior School, Head of Middle School, Head of Senior School or Head of Boarding.

The steps involved during the investigation include:

- The student/students making the allegation will complete an incident statement
- The student alleged to be involved in bullying will be informed of the allegations made and given the opportunity to respond
- Parents of all parties involved will be contacted and the allegations outlined
- Other students/staff/witnesses involved will be interviewed and documentation tabled
- Consideration of all relevant information available prior to making a decision regarding the allegation
- Parents of all parties involved will be contacted and informed of the decisions and actions taken by the School

Related Policies

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