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# STUDENT BULLYING PREVENTION POLICY

## (Anti Bullying)

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APPROVED:  
REVIEWED DATE:

Unknown  
2014, 2017, 2018, 2021

### PURPOSE OF THE POLICY

We believe that all students of Leighland Christian School have been created in God's image and all are precious creations.

We therefore believe that all students have the right to feel safe and accepted in our school environment.

Each school community member has a shared responsibility to ensure that this environment is protected from acts of bullying or harassment and that it is child safe at all times.

Bullying is defined by the National Safe Schools Framework for Australian Schools as the following:

*"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."*

### RESPONSIBILITY FOR MANAGEMENT OF THE POLICY

The Principal

### THE POLICY

Leighland Christian School is committed to providing a safe, inclusive and supportive Christian environment, which nurtures respect for others. Leighland Christian school does not tolerate bullying and works to ensure students understand the role they also play in protecting a positive school culture.

Bullying and harassment affect the whole school community and must be dealt with as soon as possible after notification of an incident from a student, a staff member or a parent, with assurance given that follow up will take place.

### TYPES OF BULLYING

Bullying can take many forms and it is important for staff to be able to distinguish between low level behaviour issues and what constitutes bullying behaviour. This allows them to speak with parents/guardians and those involved in an informed and appropriate way.

According to the National Centre Against Bullying ([www.ncab.org.au](http://www.ncab.org.au)) there are four main types that our school needs to be aware of:

#### Physical

Physical bullying includes hitting, kicking, tripping, pinching, punching and pushing or damaging property. Physical bullying causes both short and long term damage.

## **Verbal**

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

## **Cyber**

Cyber bullying relates to intentional and repeated harm inflicted through the use of computers, phones or other electronic devices. It also includes the use of software such as social media, instant messaging, texts, websites and other online platforms.

It can include:

- abusive or hurtful texts, emails or posts, images or videos
- deliberately excluding others online
- nasty gossip or rumours
- imitating others online or using their log-in

## **Social**

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation.

Social bullying can include:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to social exclude someone
- damaging someone's social reputation or social acceptance

At Leighland Christian School, victims of bullying will be supported as we work collaboratively with those involved towards a sustainable solution.

## **THE PROCEDURE**

At Leighland Christian School we will:

- Openly talk about bullying, what it is, how it affects us and what we can do about it;
- Teach student strategies to deal with conflicts, including but not limited to peer mediation and peer support.
- Support the policy and share the responsibility to ensure our Schools are safe and supportive environments

### **Responsibilities of Principals:**

- Ensure a whole school approach is undertaken
- Ensure the policy is available, applied and reviewed
- Promote preventative strategies

### **Responsibilities of staff:**

- model appropriate behaviour at all times
- deal with all reported and observed incidences of bullying
- ensure that children are adequately supervised
- teach strategies to help students understand bullying
- provide care of victims: those bullied or those bullying
- provide support for any student who has been affected by, engaged in, or who has witnessed bullying behavior
- implement school wide practices to support and positive and caring environment

**Responsibilities of students:**

- Speak up! If you or someone else is being bullied
- Develop an understand of what bullying is
- Understand that bullying should be reported whenever it happens, including on way to or from school or at school
- Help someone who may have been bullied
- Not bully others
- Willingly participate in Behaviour Modification programs and counselling

**Responsibilities of parents:**

- Report signs of bullying
- Speak up if you suspect bullying, either of your own child or others
- Encourage your child to notify a teacher or care teacher if they are being bullied
- Assure children they are to be protected
- Seek support for children if needed
- Support Behaviour Modification programs
- Support children in counselling or behaviour modification programs

**Reporting Bullying:**

Incidences of bullying should be reported to any teacher, coordinator, student leader, Senior Staff member or Principal. If you have concerns about your child, the Classroom Teacher or Care Teacher should be the first point of contact. Refer to Appendix 1 – Student Bullying Policy Flowchart.

**Responses to Acts of Bullying:**

Reported incidences will be dealt with. Levels of bullying and the consequences are consistently being reviewed by staff in each part of the School. In normal circumstances the investigation of a bullying incident with a student will be dealt with by Senior Staff, who will refer cases to the Principal when requiring assistance or advice.

Staff will be responsible for implementing and ensuring that incidences of bullying are dealt with in a manner consistent with the policy as soon as possible after the event is reported or observed.

**Pastoral Care and Student Welfare:**

Any students involved should be offered support.

**EFFECTIVENESS OF POLICY**

The effectiveness of this Policy will be monitored by Senior Staff.

**ASSOCIATED POLICY AND PROCEDURE DOCUMENTS**

- Christian Living programs
- Mind Matters / Kids Matter
- Grievance / Complaint Resolution Policy
- Code of Conduct – Students
- Behaviour Management Policy
- Student Welfare and Pastoral Care Policy
- Social Networking Policy
- Child Safety and Mandatory Reporting Policy
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**STUDENT BULLYING POLICY - FLOWCHART**

To be used in conjunction with the Grievance Complaints Resolution Policy

