



Burrabadine Christian Community School

Anti-Bullying Policy

March, 2019

For Burrabadine Cornerstone Christian School, to be known as Burrabadine Christian Community School when the company receives a certificate from the Minister.

Introduction

As a Christian school our God given mandate is to create an environment that develops an ethos of care and encouragement and an environment where all students and staff feel safe. An environment in which their right to be respected and treated as individuals is to be protected.

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable. It is to provide a structure and strategies by which students, who believe they are bullied, are counselled sensitively and effectively. It is also to provide structure and strategies by which students who are identified as bullies are dealt with promptly and outcomes achieved are in the best interests of the student and the School.

Policy

Burrabadine Christian Community School (BCCS) has in place and implements procedures to provide a safe, secure and supportive environment for all learners. At BCCS bullying in any form is not tolerated, condoned or trivialized.

All students at BCCS have the right to feel valued and secure. The Anti-Bullying Policy is an essential aspect of student welfare and pastoral care within the school. This policy should be read in conjunction with the School's Student Behaviour Management Policy.

What is Bullying?

As defined by the NSW Education and Communities legislation, 'Bullying: No Way!', 'Keep them Safe' and the 'National Safe Schools Framework', bullying is:

"...repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can involve humiliation, domination, intimidation, victimisation, and all forms of

harassment including that based on sex, race, disability, homosexuality or transgender or spiritual beliefs.”

Bullying usually involves an abuse of power – it can be planned, spontaneous or unintentional. It results in the diminishment of another person.

Bullying can be seen in a variety of forms (Appendix A) and BCCS outlines a number of expectations of students in relation to Anti-Bullying (Appendix B).

Appendix A

Forms of Bullying

Physical	This can be defined as: fighting, pushing, shoving, intimidating gestures, invasion of personal space done by one person or group to another and the mistreatment of an individual's or group's possessions.
Group	This can be defined as: one group of people ganging up against another group and/or individual, the isolating or rejecting of an individual or group from a larger group, or the exclusion of one group or individual from a community event.
Verbal	This can be defined as: mocking, name calling, putting someone down, offensive language directed at or about another individual, gossip or slander. This can be realized in either a vocal or written fashion.
Victimisation	This can be defined as: the deliberate picking on, targeting, excluding, threatening to "get", the use of stand over tactics, employed against one individual by another individual or group.
Sexual	This can be defined as: unwanted sexual invitation or inferences, touching or brushing against another in a sexual manner, writing or drawing or commenting about an individual's body sexually, sexually oriented jokes, name calling, comments about someone's private life (either verbally stated or written), or any comment about sexuality which makes another person feel targeted or victimized. This can include any bullying conducted due to one's sexuality, sexual preference or transgender nature.
Discrimination	This can be defined as: any kind of exclusion or isolation conducted against an individual or group on the basis of race, gender, sexuality, socio-economic status, academic, home and family structures (i.e. parental marriages and divorces and foster homes) and religious preference.
Spiritual	This can be defined as: any act or word that is targeted against another individual or group on the basis of spiritual or religious arrogance or superiority. This may come in the form of self-righteous behaviour, intimidation, exclusion, gossip through prayer points, denominational snobbery or any form of judgmental action.
Disability	This can be defined as: any form of discrimination, exclusion, harassment or humiliation of those with mental, physical, medical or psychological disabilities and difficulties. This extends to those with behavioural and learning difficulties and those who come under the educational or literacy and numeracy support categories.
Cyber Bullying	This can be defined as: any material posted (in any form – photos, print) on a website or sent on the internet or any technological device which identifies, bullies, embarrasses or harasses individual students, groups, parents and families, staff or others in the school community. This applies both at and away from the geographical school location.

It can include:

- Annoying/repeated phone calls

- Sending hateful or threatening comments or pictures electronically
- Using modern technologies to engage in the social exclusion of someone and in hate group recruitment
- Posting rude, explicit or embarrassing messages or pictures about someone on the internet
- Identity fraud or other harm
- Putting pressure on a person to send revealing or compromising pictures of themselves
- Covertly filming, recording or taking pictures of someone and posting the images on the internet to cause hurt
- 'Outing' and disseminating confidential or defamatory information about someone
- 'Flaming' and multi-messaging to clog up a person's electronic system and to cause them distress
- Using aliases and pseudonyms in chat rooms and on social networking sites in order to harass and upset
- Engaging in cyber-stalking and the invasion of privacy

Indicators of Bullying

Students who are being bullied or harassed may not want to talk about it with their teachers, friends or with the school Chaplain. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell tales'.

Parents and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or that they have some other concern. Some signs that a student may be being bullied include:

- unexplained cuts, bruises or scratches
- damaged or ripped clothing
- vague headaches or stomach aches
- refusal to go to school
- asking for extra pocket money or food
- tearfulness, anxiety or difficulty sleeping
- 'hiding' information on mobile phones, emails or in comments on their social networking pages

Appendix B

BCCS Expectations in Relation to Anti-Bullying

All students at BCCS have the right to feel valued and secure. Students are expected and encouraged to treat others with kindness and show respect. BCCS does not tolerate any type of bullying and aims to prevent bullying from occurring by educating and demonstrating appropriate behaviours.

- (a) The school does not tolerate, condone or trivialise bullying.
- (b) All students and staff have the right to feel and be safe in the school grounds, and when travelling to and from school.
- (c) All students and staff have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination.
- (d) No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the school.
- (e) All members of the school community contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships.
- (f) Each member of the school community has a responsibility to ensure the safety of each other member of the community.
- (g) Victims of bullying, and witnesses to bullying, are encouraged to report the incident.
- (h) All reports of bullying will be taken seriously and investigated according to principles of procedural fairness.
- (i) Cyber bullying engaged in while not at school, which impacts upon the learning of any student, will be addressed by the School, in conjunction with parents. The appropriate response will depend on circumstances.
- (j) The school will have a suitable program of education for the prevention of bullying.
- (k) Serious incidents, or threats, of violence may be reported to the Commission for Children and Young People, as required by law; and to the Police, depending on circumstances.

In staff responses to bullying, we seek to:

- Protect individuals
- Protect groups (students, teachers, and parents)
- Follow procedurally fair investigations
- Teach wisdom by rebuking and diminishing foolishness
- Enforce our code of conduct
- Assist, guide and admonish the bully and protect and support the victim
- Teach, model and live the Christian perspective on love
- Help all students understand and act with empathy and compassion
- Discipline where necessary with the goal of life transformation
- Offer and assist in facilitating redemption and reconciliation where possible and appropriate

