



ANTI-BULLYING POLICY 2015

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 to the school community. 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 of Bullying

- It is a deliberate, repeated act, which causes hurt or fear to someone less powerful.
- It may be
 - verbal eg. teasing or insulting language
 - physical eg. hitting, kicking, punching
 - social eg. excluding people from groups
 - psychological eg. threatening others
 - indirect behaviour eg. spreading rumours, or manipulation of others to mistreat another student
 - electronic eg. by email or SMS

General Preventive Strategies

- 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

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

All school staff should (as explained in Section 5 of Calrossy Anglican School Code of Conduct):

- model caring, respectful and tolerant behaviour
- listen and respond appropriately to reports of bullying
- act to stop the behaviour continuing
- contact the School Counsellor and report concerns (as explained in Sections 4.3 and 4.4 of the Calrossy Anglican School Code of Conduct)

Students who are bullied should:

- report the bullying to any staff member
- report the bullying to parents
- work within the framework of the Calrossy Anglican 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 School Counsellor/Principal/Deputy Principal
- 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
- Disciplinary action when warranted and in these situations, informing parents that their child is involved in bullying others.
- 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 does reserve the right to involve NSW Police and relevant authorities in accordance with Section 1.2 of the Calrossy Anglican School Child Protection Policy, as well as actions explained in the Calrossy Anglican School Code of Conduct and the Calrossy Anglican School Grievance Policies.

Special note:

Calrossy Anglican School recognises the increasing incidence of electronic bullying through email or text messages. Our students are told that this is just as unacceptable as other forms of bullying and will not be tolerated. Bullying through email may result in the student's email access being withdrawn for a period of time.