



## ANTI-BULLYING POLICY

*"The School's policies which are made from time to time are made pursuant to the requirements set out in section 47 of the Education Act and of the Board of Studies for registration for the school."*

- Every person at Sherwood Hills Christian School has a right to be treated as an individual and with dignity
- Every person at Sherwood Hills Christian School has a right to be able to feel safe
- Every person at Sherwood Hills Christian School has a right to be able to learn, free from anxiety

### Anti-Bullying

All children and young people have the right to an education that is free from discrimination, harassment and bullying. Students who are the targets of persistent bullying can suffer long term psychological, social and developmental damage that can continue into their adult years.

Violence, bullying and harassment affect everyone, not just those directly involved. It also affects those who witness the violence and aggression that is often associated with bullying and the distress and powerlessness of the victim or victims. Bullying behaviours can have a profound long term effect on the culture of the school.

### What is Bullying and Harassment?

Bullying is when someone uses his/her power to hurt or scare others. It can be done individually or by a group

Bullying behaviour can be: (not every instance is noted)

#### Verbal

- For example: name calling, teasing, abuse, putdowns, sarcasm, insults, threats, constant criticism of a person, and inappropriate comments about a person's appearance.

#### Non-verbal

- Writing offensive notes, in any medium, graffiti about others, rude gestures, use of social media

#### Physical

- For example : hitting, punching, kicking, scratching, tripping, spitting, taking someone's possessions, food or money, stealing, hiding, damaging or destroying property



### Social-Emotional

- For example: deliberately ignoring, excluding, ostracising, alienating, excluding others from a group, refusing to sit next to someone, overtly encouraging other people to actively ignore or avoid person.

### Psychological

- For example : spreading rumours, dirty looks, hiding or damaging possessions, inappropriate use of information technologies, such as using email, websites or text messaging to hurt others, using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.

### Policy

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Students, teachers, parents, caregivers and members of the wider school community can expect:

- That students will be safe at school, free from fear of bullying, harassment, intimidation and victimization
- To know what is expected of them and others in relation to the school anti bullying plan
- That all students will be provided with appropriate support when bullying occurs.

Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Support through words and actions the school anti bullying plan.

Students can expect to:

- Know that their concerns will be responded to by School staff
- Be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- Participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Follow the school's anti bullying plan
- Respond to incidents of bullying according to the school anti bullying plan.



Parents and caregivers have a responsibility to:

- Be aware of the School Anti Bullying Plan and assist their children in understanding bullying behaviour
- Support their children in developing positive responses to incidents of bullying consistent with the School Anti Bullying Plan
- Support all students of the school to deal effectively with bullying through the strategies of the School Anti Bullying Plan.

The School

- will inform students, parents, caregivers and the community about the Student Welfare and Behaviour Policy and Anti Bullying Policy
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- follow up complaints of bullying, harassment, intimidation and victimization.

Teachers have a responsibility to:

- Respect and support students in all aspects of their learning
- Model appropriate behaviour
- Respond in an appropriate and timely manner to incidents of bullying according to the school anti bullying plan
- Document incidents in accordance with the school behaviour management policy.

### **Related Policies**

Student Welfare and Behaviour Policy

Appendix 1: Record Keeping

Documentation gathered in response to specific instances of bullying should indicate the following:

- What was allegedly said and done to the complainant
- The date, time and the place when the incident(s) occurred
- Any witnesses to the incident

*Updated as at: 4/06/2019 3:46 PM*



- The reaction (if any) of the complainant
- Whether the complainant had experienced that treatment before (if yes, a staff member should establish if it was from the same student or students)
- Notification of the incident to the parents of those students involved in the incident
- Follow-up action, in conjunction with the relevant staff member and student.

**Follow-up action will ensure:**

- Resolution of the problem in an polite and unbiased manner
- Advice to the complainants that they may take the matter further if they are not satisfied with the way that the school handled their complaint
- Monitoring of the situation
- Appropriate feedback to parents of students involved.

Persistent incidents of bullying that interfere with the safety and well-being of other students need to be reviewed in the context of the student management policy, and appropriate action taken. Where the bullying behaviour has involved a crime, such as common assault, school-based actions will include a report to appropriate agencies including Community Services, the police etc.

Procedural fairness always applies in dealing with any incidents of bullying. Appropriate and timely support, management and resolution of reported incidents of bullying will be offered to all persons involved in these incidents.

***The school Headmaster is responsible for the updating of this policy document.***

*Contact Details:*

School Liaison Officer - Allan Clapham

Mobile: 0437 885 587

Email: [clap1all@police.nsw.gov.au](mailto:clap1all@police.nsw.gov.au)

Youth Liaison Officer - Louise Michell

Contact: 4620 1106

Email: [mich1lou@police.nsw.gov.au](mailto:mich1lou@police.nsw.gov.au)

Campbelltown Police Station: 46201199