



# **Calvary Christian College**

## **Student Anti-Bullying Policy**

**Supporting a safe, friendly and caring Christian Community**

**2011**

**(Updated August 2011)**

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## **SECTION 1: POLICY**

### **1. RATIONALE**

#### **1.1 A Christian Basis**

Following are the core Christian beliefs that underpin our approach to our Bullying Policy.

We, as Christians, believe the Bible forms our beliefs, values and attitudes in terms of how we ought to treat other people. The Bible tells us that every person is created in the image of God. (Genesis 1:26) Therefore every person, no matter what age, gender, ethnic background or social class, is to be treated equally and with respect and honour.

We also believe that bullying is sin. The sin of bullying and violence cannot be effectively addressed without screening the organisational, social and cultural underpinnings that promote this sinful behaviour.

Last but not least, we believe in the importance of forgiveness. The Bible says: *“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.”* (Ephesians 4:32 NIV) Every person makes mistakes and forgiveness is the key component of a safe, friendly and caring Christian community.

#### **1.2 Objectives**

**The main objective of our Anti-Bullying Policy is to support a safe, friendly and caring Christian Community.**

In any form, bullying is not acceptable behaviour and results in hurt, fear, loss of self-esteem, decreased social effectiveness for the victim and the increase of inappropriate behaviour of the students bullying. This policy seeks to:

- Raise awareness among staff, students and parents about bullying
- Actively counter bullying in the College
- Develop in students respect and concern for others, of all races, creeds and genders
- Develop in students an understanding that they must take responsibility for their own behaviour
- Develop in students effective thinking and life-skills related to leading a healthy Christian way of life such as conflict resolution skills and problem solving skills
- Create a climate where it is okay to talk about bullying and ask for help
- Develop a community environment that nurtures and promotes student self-esteem, self-confidence, resilience and spiritual wellbeing.

#### **1.3 Scope**

This policy covers students on College campus, transport organised by the College, excursions and camps. This policy will be read in conjunction with the Child Protection Policy. Any behaviours which are addressed as ‘harm’ will be reported to State Authorities.

## 1.4 Definitions

*Bullying is unprovoked and unwelcome aggressive behaviour deliberately inflicted by an individual or group of greater power on an individual or group of lesser power. It is the overpowering and controlling of another person to intimidate, humiliate, undermine or dominate them. It can be physical, verbal, covert, psychological or even spiritual. It can be direct or indirect using various mediums including technology. It is systematic and repeated. Bullying is not Christian behaviour.*

*The bully will always say he/she did not mean to bully or did not bully. That is irrelevant. The “test” to be applied when trying to determine whether bullying is taking place is the “reasonable person” test: Would a reasonable person, knowing the circumstances, consider the behaviour to be intimidating, humiliating or undermining?*

### What behaviours are not bullying:

While the following behaviours are often upsetting to those involved, they do not constitute bullying as defined above:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence
- teasing or banter where there is no power imbalance .

While these behaviours would not be considered bullying (because they do not involve deliberate and repeated harm and a power imbalance) they need to be addressed in the same way as other inappropriate student behaviours, by proper Behaviour Management.

## 1.5 Types of Bullying:

<u>Type</u>	<u>Direct</u>	<u>Indirect</u>
<b>Physical</b>	<ul style="list-style-type: none"> <li>• Hitting, kicking or pushing</li> <li>• Spitting, biting, pinching or scratching</li> <li>• Throwing things at people</li> <li>• Damaging someone's belongings</li> <li>• Inappropriate sexual contact</li> </ul>	<ul style="list-style-type: none"> <li>• Getting another person to harm someone</li> </ul>
<b>Verbal</b>	<ul style="list-style-type: none"> <li>• Mean and hurtful name calling</li> <li>• Hurtful remarks</li> <li>• Demanding money or possessions</li> <li>• Forcing another to do homework</li> <li>• Teasing/taunting/belittling including sexual overtones</li> </ul>	<ul style="list-style-type: none"> <li>• Spreading nasty rumours</li> <li>• Trying to get other students to dislike another student</li> </ul>
<b>Psychological</b> (Social and Emotional)	<ul style="list-style-type: none"> <li>• Threatening and/or obscene gestures</li> <li>• Racist or sexist remarks</li> <li>• Manipulating</li> <li>• Stalking</li> </ul>	<ul style="list-style-type: none"> <li>• Deliberate exclusion from a group or activity</li> <li>• Removing or hiding another's property</li> </ul>
<b>Covert</b>	<ul style="list-style-type: none"> <li>• Lying about someone</li> <li>• Playing a nasty joke</li> <li>• Mimicking</li> </ul>	<ul style="list-style-type: none"> <li>• Spreading rumours</li> </ul>
<b>Cyber</b> (email, SMS, phone, social networking sites and internet mediums)	<ul style="list-style-type: none"> <li>• Mean, belittling and hurtful name calling</li> <li>• Threatening and/or obscene language</li> <li>• Offensive images</li> <li>• Repeated messages</li> </ul>	<ul style="list-style-type: none"> <li>• Spreading nasty rumours</li> <li>• Trying to get other students to dislike another student</li> <li>• Using another student's password or phone to communicate obscene language</li> </ul>
<b>Spiritual</b>	<ul style="list-style-type: none"> <li>• Teasing/taunting/belittling because of their faith/lack of faith</li> </ul>	<ul style="list-style-type: none"> <li>• Exclusion in friendship groups because of their faith/lack of faith</li> <li>• Spreading rumours</li> </ul>

## **2. RIGHTS AND RESPONSIBILITIES**

### **2.1 Policy Statement**

**2.1.1.** *Every person has the right under the law and Christian Faith to feel safe.*

Any person who bullies another is denying them that right. This means we have to think about others in the classroom and in the playground. The right to feel safe means we have a responsibility to consider how we speak and act towards others. Bullying takes away a person's sense of security. The right to safety means that any bullying of any kind is unacceptable.

**2.1.2.** *Every person has the right under the law and Christian Faith to be treated with fairness and respect.*

This means we show respect to other people, and their property, in the class and in the playground. The right to receive respect and fair treatment requires from us the responsibility to show manners and courtesy towards each other.

**2.1.3.** *Every person has the right under the law and the enrolment contract to learn.*

This means we do not adversely affect the learning of another student.

**2.1.4.** *It is everyone's responsibility to take the necessary steps to stop bullying behaviour.*

The College will not tolerate any action that undermines a person's right to feel safe, respected and to learn.

**2.1.5.** *Behaviour amounting to harm will be reported to State Authorities.*

### **2.2. Responsibilities**

**Staff, students and parents have the following responsibilities:**

#### **2.2.1. Staff:**

**a. The leadership of the College will aim to:**

- Support, promote, enact, maintain and review the Anti-Bullying Policy and procedures.

**b. All staff will aim to:**

- Be familiar with the College's Anti-Bullying Policy and procedures.

**c. Teachers and Teacher Aides will aim to:**

- Be models of caring and tolerant behaviour
- Listen and act upon reports of bullying
- Inform the Deputy Head of School or Head of School of bullying incidents
- Follow up
- Protect the person being bullied from further harm
- Act to stop the behaviour recurring
- Record identified bullying incidents
- Keep parents informed.

### **2.2.2. Students:**

- a. Students who are being bullied need to report the incident to a teacher or another staff member.**
- b. Student bystanders to bullying should:**
  - Intervene by speaking firmly to the bullying student if they are able to
  - Seek teacher assistance
  - Document the incident if requested.
- c. Any images taken on a mobile phone must immediately be handed to a teacher otherwise the taking of the picture could be a criminal offence.**

### **2.2.3 Parents**

- a. Parents should:**
  - Listen sympathetically to reports of bullying
  - Speak to relevant College personnel (**not** the alleged student/s or parent/s concerned)
  - Work with the College in seeking a permanent solution.
- b. Parent witnesses should:**
  - Be limited to constructive verbal intervention
  - Seek teacher assistance
  - Document the incident if requested by the College staff.

## **3 Review**

This policy will be reviewed every three years except as necessitated by law.