



Bullying Prevention and Intervention Policy

Last reviewed 2018

Purpose

At Holy Trinity Lutheran College, the gospel of Jesus Christ informs all learning and teaching, all human relationships and all activities. As such, God's love and forgiveness demonstrated through Jesus is the cornerstone for any response to positive and negative behaviour. A Christ-centred community is by no means perfect, and this imperfection is reflected by individuals.

Holy Trinity Lutheran College is committed to presenting Christian values by modelling integrity, listening and understanding, and building support. This is achieved when staff and students live by example, and clearly set high expectations for themselves and others. At times, the brokenness of humanity is evident in behaviours and admonitions are required. This is done in a safe, loving and caring environment that promotes positive living, building self-awareness and reconciliation.

Effective management of student behaviour occurs in partnership with the school, families and individuals.

Bullying is the antithesis of the Christian values of Holy Trinity Lutheran College, where the care and respect for all members of the community is emphasised. Bullying has immediate damaging effects on the personal well-being of the victim as well as on the social and educational fabric of the college.

Holy Trinity Lutheran College takes issues relating to bullying very seriously and commits itself to programs and procedures designed to minimise their occurrence.

Bullying

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- **Physical bullying** which involves physical actions such as hitting, pushing, obstructing or being used to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- **Psychological bullying** is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.
- **Indirect bullying** is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- **Cyber bullying** is the ongoing abuse of power to threaten or harm another person using technology. Cyber bullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

Bullying is not

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

- **Mutual conflict situations** which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation.

- **One off acts** (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

Signs of bullying

Major behaviour changes in a student may be indicative of bullying. Such behavioural changes may include:

- crying at night and having nightmares
- refusing to talk when asked 'What's wrong?'
- having unexplained bruises, cuts or scratches
- an unwillingness or refusal to go to college
- feeling ill in the mornings
- a decline in quality of school work
- becoming withdrawn and lacking confidence
- having possessions go missing without explanation
- beginning to bully siblings
- acting unreasonably.

Parents/carers are encouraged to recognise signs of bullying and notify the college through a trusted staff member immediately (such as a class teacher, Head of School, college counsellor, Principal etc.), if they suspect their child is a victim of bullying.

Our policy

Holy Trinity Lutheran College recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the college is respected and accepted.

Bullying is not tolerated at Holy Trinity Lutheran College.

It is our policy that:

- bullying be managed through a 'whole of college community' approach involving students, staff and parents/carers
- bullying prevention strategies be implemented within the college on a continuous basis with a focus on teaching age appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately
- bullying response strategies be tailored to the circumstances of each incident
- staff establish positive role models emphasising our no-bullying culture
- bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

Bullying prevention strategies

Holy Trinity Lutheran College recognises that the implementation of whole college prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no bullying' culture within the college:

- A commitment to applying Christian values and education to issues of daily living.
- A structured curriculum and peer group support system, that provides age appropriate information and skills relating to bullying (including cyber bullying) and bullying prevention, to students over the course of the academic year.

- Education, training and professional development of staff in bullying prevention and response strategies.
- Regular provision of information to parents/carers, to raise awareness of bullying as a college community issue to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying directly with the college.
- Promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students and parents/carers.
- Promotion of responsible bystander behaviour amongst students, staff and parents/carers.
- Reporting of incidents of alleged bullying by students, bystanders, parents/carers and staff are encouraged, and made easy through the establishment of multiple reporting channels (as specified below).
- Risk assessments of bullying within the college are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff.
- Records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate.
- Anti-bullying posters are displayed strategically within the college.
- Promotion of student awareness and a 'no bullying' environment.

Reporting bullying

Students and their parents/carers are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse.

A key part of Holy Trinity Lutheran College's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well providing assurance to students who experience bullying (and parents/carers) that:

- bullying is not tolerated within the college
- their concerns will be taken seriously
- the college has a clear strategy for dealing with bullying issues.

The college can be advised of any bullying incidents verbally or in writing through any of the following avenues:

- informing a trusted teacher
- informing the college counsellor
- informing a student's class teacher or year coordinator
- informing the Principal or Head of School.

Responding to bullying

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the college:

- takes bullying incidents seriously
- provides assurance to the victim that they are not at fault and their confidentiality will be respected
- takes time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders
- takes time to understand any concerns of individuals involved
- maintains records of reported bullying incidents

- will escalate its response when dealing with persistent bullies and/or severe incidents.

The following approaches may be used to intervene in group or relational bullying situations. They are only appropriate during the initial stages. They are not appropriate for persistent or severe bullying incidents.

- Notification of/consultation with parents/carers.
- Offering counselling to persistent bullies/victims.
- Implementing effective follow up strategies.
- Disciplinary action at the Principal's discretion including suspension and expulsion of persistent bullies, or in cases of severe incidents.

Workers' responsibility

All workers are responsible to:

- model appropriate online behaviour at all times
- deal with all reported and observed incidents of bullying in accordance with this policy
- ensure that any incident of bullying that they observe or is reported to them, is recorded appropriately
- be vigilant in monitoring students that have been identified as either persistent bullies or victims
- acknowledge the right of parents/carers to speak with college authorities if they believe their child is being bullied.

Signage

Anti-bullying posters may be posted in strategic locations in the college to promote appropriate behaviour and encourage students to respect individual differences and diversity.

Implementation

This policy is implemented through a combination of:

- staff training
- student and parent/carer education and information
- effective incident reporting procedures using the Incident Report Form on the school intranet
- effective management of bullying incidents when reported
- the creation of a 'no bullying' culture within the college community
- effective record-keeping procedures
- initiation of corrective actions where necessary
- development of Behaviour Support Plans.

Discipline for breach of policy

Where a staff member breaches this policy, Holy Trinity Lutheran College may take disciplinary action including, in the case of serious breaches, summary dismissal.

Related policies

- Assault (Student against Student) Policy
- Cyber Safety Policy
- Counselling Services (Student)