Student

Anti-Bullying

Policy

Authorised by: Principal	Date of Authorisation: 15/02/2019
Name: Glenn Johnson	Review Frequency: Annually
Signed:	Next Review Date: 15/02/2020

Student Anti Bullying Policy

1. PURPOSE

The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur.

2. SCOPE

Students, parents and employees, including full-time part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.

3. REFERENCES

- Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)
- Australian Education Act 2013 (Cth)
- Australian Education Regulations 2013 (Cth)
- Kimberley College Student Bullying Reporting and Response Procedures
- Kimberley College Positive Behaviour Management Policy
- Kimberley College Child Protection Policy
- Kimberley College Disability Discrimination Policy
- Kimberley College Student Code of Conduct
- Kimberley College Dispute Resolution Policy
- Kimberley College Dispute Resolution Procedures

4. POLICY STATEMENT

Kimberley College has a zero tolerance approach to bullying.

Kimberley College is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

In order to prevent bullying from occurring, Kimberley College will implement the following actions:
- Raise awareness of the school community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the school
- Develop and promote effective social skills and positive relationships amongst students

In order to respond appropriately to any incidences of bullying, Kimberley College will:

- Develop an appropriate mechanism for students and parents to report bullying

- Educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to then report all incidences of bullying
- Educate employees on how to appropriately respond to reports of bullying
- Investigate and act upon all reports of bullying
- Take appropriate action, which might include support for targets of bullying and perpetrators and / or disciplinary measures

Kimberley Colleges' Student Bullying Reporting and Response Procedures explains the bullying reporting mechanism for students and parents, and details how employees will respond to reports, including that all reports will be investigated and acted upon, with appropriate support and consequences implemented.

5.   DEFINITIONS

- **Bullying:** is a systematic and repeated abuse of power. In general bullying may be defined as:
  o   dominating or hurting someone
  o   unfair action by the perpetrator (s) and an imbalance of power
  o   a lack of adequate defence by the target and feelings of oppression and humiliation

It can occur at any age, across cultures, genders and socioeconomic groups. It can happen in the playground, toilet areas, to and from school or in the classroom.

- **Physical bullying:** this is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying.
- **Verbal bullying:** repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse
- **Convert bullying:** such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone
- **Psychological bullying:** for example, threatening, manipulating or stalking someone
- **Cyber bullying:** using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically.

6.   RESPONSIBILITIES

School Responsibilities:
Kimberley College acknowledges its responsibility to:
- Raise awareness of bullying and how the school with respond to it
- Take action to help prevent bullying
- Implement a reporting mechanism for students and parents
- Educate students and parents on how to respond to bullying and how to report it
- Educate employees on how to appropriately respond to bullying
- Investigate and act upon all reports of bullying, including providing appropriate support and consequences

Date last reviewed: 8 Feb 2019

Employee Responsibilities:

At Kimberley College employees have a responsibility to:

- Uphold and consistently apply this Policy
- Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and be providing appropriate support and consequences in accordance with the Student Anti-Bullying Procedure

Parent Responsibilities:

At Kimberley College parents have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying to themselves or others
- Encourage their child to take steps to stop bullying as directed under the Student Anti-Bullying Procedure

Student Responsibilities:

At Kimberley College students have a responsibility to:

- Not engage in bullying behaviour towards others
- Report bullying occurring to them or others
- Take steps to stop bullying as directed under The Kimberley College Policy / Student Bullying Reporting and Response Procedures / Positive Behaviour Policy

7.   IMPLEMENTATION

The following procedures and documents support the implementation of this policy

- Kimberley College Student Anti-Bullying Procedure
- Kimberley College Student Anti-Bullying Checklist
- Kimberley College Student Anti-Bullying Report Form

8. MANAGING THIS POLICY

8.1 Review

This procedure is to be reviewed every two years or earlier if necessary. The Manager Human Resources and Compliance is responsible for reviewing or making approved modifications to the procedure and distributing.

8.2 Breach of Policy

All employees are expected to abide by College policies and procedures, failure to do so may lead to disciplinary action ranging from counselling to dismissal

Date last reviewed: 8 Feb 2019