



**Parklands**  
CHRISTIAN COLLEGE  
*Foundations for life*

## Student Bullying Policy

Approved by the Board of Parklands Christian College

Reviewed and current as of 27 May 2018

To report physical or cyber bullying concerns please email [safety@parklands.qld.edu.au](mailto:safety@parklands.qld.edu.au)

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## 1. PURPOSE

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

## 2. SCOPE

Students 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) Regulation 2017 (Qld)
- Australian Education Act 2013 (Cth)
- Australian Education Regulation 2013 (Cth)
- [Alannah & Madeline Foundation 2018](#)

## 4. DEFINITIONS

**Bullying** is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or group misusing their power over one or more persons.

Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflicts or fights between equals, whether in person or online, are not defined as bullying.

In general, bullying may be defined as:

1. dominating or hurting someone
2. unfair action by the perpetrator(s) and an imbalance of power
3. 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.

Behaviours that do **not** constitute bullying include:

1. mutual arguments and disagreements (where there is no power imbalance). Unresolved conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
2. not liking someone or a single act of social rejection
3. one-off acts of meanness or spite
4. isolated incidents of aggression, intimidation or violence
5. aggression directed toward many different people

**Physical bullying or violence** is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping, pushing or threats of violence. Repeatedly and intentionally damaging someone's belongings is also physical bullying.



**Verbal or written bullying:** is repeated or systematic targeted name-calling, insults, homophobic or racist remarks, displaying offensive posters and verbal abuse.

**Covert bullying:** is lying about someone, spreading rumours, playing a nasty joke that makes the person feel humiliated or powerless, mimicking or deliberately excluding someone.

**Psychological bullying** is, for example, threatening, manipulating or stalking someone.

**Cyber-bullying:** is using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically.

Behaviours of this nature are dealt with under *3.09 Policy – Behaviour Education* and *3.22 Policy – Dispute Resolution*.

## 5. POLICY STATEMENT

Parklands Christian College has a zero-tolerance approach to bullying.

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

To prevent bullying from occurring, Parklands Christian College will implement the following measures:

1. 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.
2. Develop and promote effective social skills and positive relationships amongst students.

To respond appropriately to any incidences of bullying, Parklands Christian College will:

1. Develop an appropriate mechanism for students and parents to report bullying.
2. 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.
3. Educate employees on how to appropriately respond to reports of bullying.
4. Investigate and act upon all reports of bullying.
5. Take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures.

The Reporting and Response Flowcharts (Appendix) detail how staff members should respond to incidents reported by students or parents.

## 6. RESPONSIBILITIES

### School Responsibilities

Parklands Christian College acknowledges its responsibility to:

1. Raise awareness of bullying and how the school will respond to it
2. Take action to help prevent bullying – this includes programs such as Resilient Friends Program, Shine, Strength, Social Work and mentoring support, Resilient YOU+ME+US, LoKoP, CLS, Learning for Life, Responsible Thinking Process, Friendship 8 and Silent Signals, external service referrals.
3. Implement a reporting mechanism for students and parents – including specific email address, friendly faces and/or direct reporting to RTC or HoS.



4. Educate students and parents on how to respond to bullying and how to report it – this includes regular newsletter articles, friendly faces signs, student care and well-being brochures, chapel presentations.
5. Educate employees on how to appropriately respond to bullying – this includes Staff professional development sessions, staff intranet student care and well-being information, staff emails, staff meeting updates.
1. Investigate and act upon all reports of bullying, including providing appropriate support and consequences – as per Parklands Christian College Student Bullying Reporting and Response Flowcharts (below) and *3.09 Policy – Behaviour Education*.
- 6.

### **Employee Responsibilities**

At Parklands Christian College employees have a responsibility to:

2. Uphold and consistently apply this Policy
3. Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with the Student Bullying Reporting and Response Flowcharts (below) and *3.09 Policy – Behaviour Education*.

### **Parent Responsibilities**

At Parklands Christian College parents have a responsibility to:

1. Encourage their child not to bully others
2. Encourage their child to report bullying to themselves or others to the Student Care and Wellbeing Team or Head of School.
3. Encourage their child to take steps to stop bullying as directed under Student Bullying Reporting and Response Flowchart (below) and *3.09 Policy – Behaviour Education*.

### **Student Responsibilities**

At Parklands Christian College students have a responsibility to:

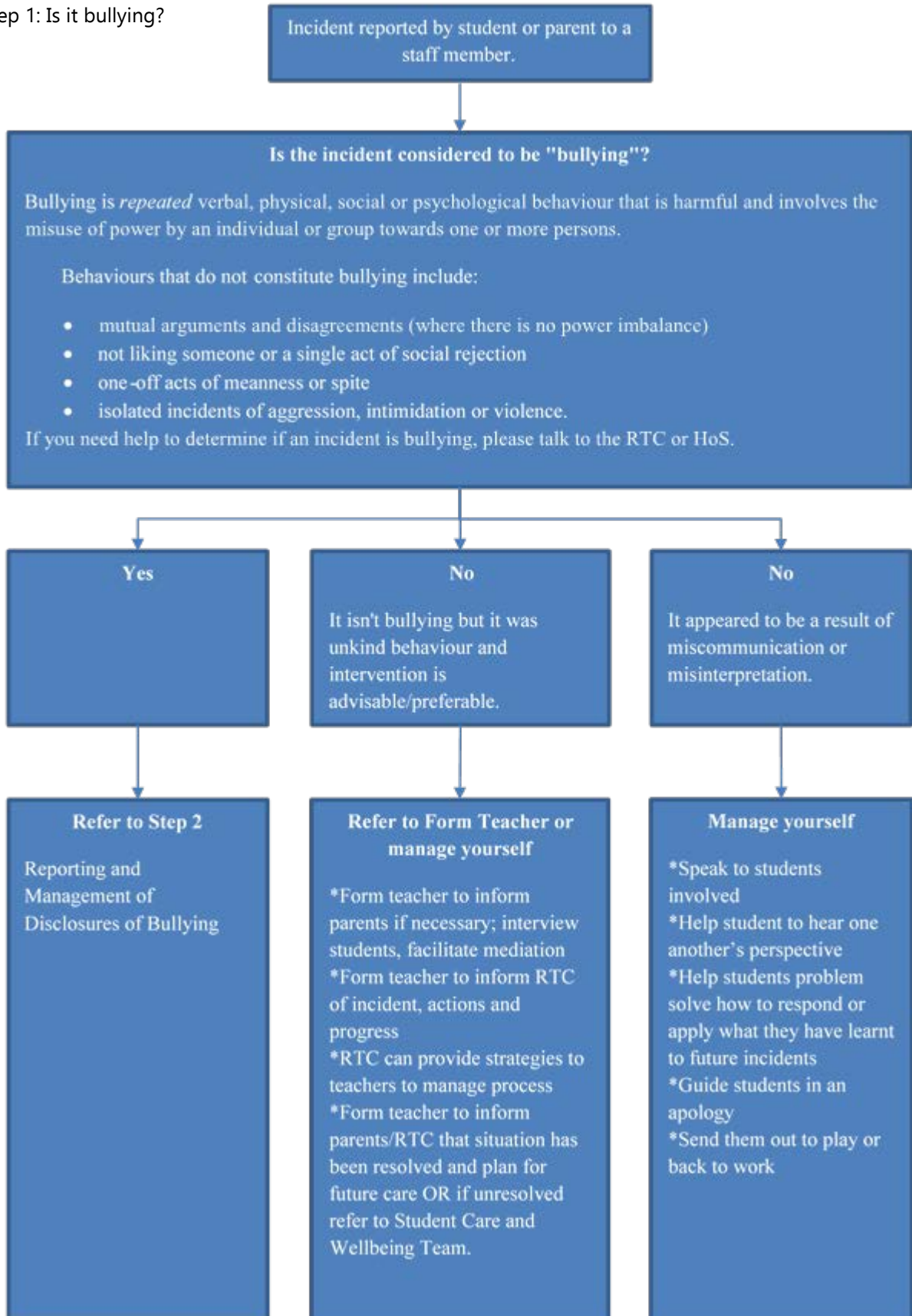
1. Not engage in bullying behaviour towards others
2. Report bullying that is occurring to them or others to the Student Care and Wellbeing Team/RTC, Head of School.
4. Take steps to stop bullying as directed under this policy, Student Bullying Reporting and Response Flowchart (below) and *3.09 Policy – Behaviour Education*.



# 7. APPENDIX

## Reporting and Response Flowcharts

Step 1: Is it bullying?





Step 2: Reporting and Management of disclosures of Bullying

