



Parklands
CHRISTIAN COLLEGE
Foundations for life

Student Bullying Policy

Approved by the Board of Parklands Christian College

Reviewed and current as of 8th December 2022

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Parklands Christian College

POLICIES AND PROCEDURES HANDBOOK

Section:	3 – Human Resources		
Item:	Student Bullying	Item No:	3.60
Authorisation Date:	03/12/16	Pages:	5
Authorised by:	Board Chair		
Policy Owner:	School Board		
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Revised:	31/12/16 – 08/09/17 – 24/5/19 – 26/06/20 – 9/12/21 – 8/12/22		

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 \(Accreditation of Non-State Schools\) Regulations 2017 \(Qld\)](#)

[Australian Education Act 2013 \(Cth\)](#)

[Australian Education Regulations 2013 \(Cth\)](#)

[3.09 Policy – Behaviour Education](#)

[3.20 Policy - Disability Discrimination](#)

[3.22 Policy - Dispute Resolution](#)

[3.63 Policy - Student Protection](#)

4. DEFINITIONS

Bullying is a systematic and repeated abuse of power. 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)
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

Physical bullying 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: is repeated or systematic name calling, insults, homophobic or racist remarks 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.

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, 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
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.
6. Investigate and act upon all reports of bullying, including providing appropriate support and consequences – as per Parklands Christian College Student Bullying Reporting and Response Procedure

Employee Responsibilities

At Parklands Christian College employees have a responsibility to:

1. Uphold and consistently apply this Policy
2. 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 Procedures.

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 (RTC) or Heads of School.
3. Encourage their child to take steps to stop bullying as directed under Student Bullying Reporting and Response Procedures.

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) or Heads of School.
3. Take steps to stop bullying as directed under this policy, Student Bullying Reporting and Response Procedures.

7. APPROVAL

This policy was approved by the Board of the Parklands Christian College at its meeting held on 8th December 2022

Signed:


Chairperson


Secretary

Name: John Henry Blasé

Name: Jeffrey Bernard Gray

Date: 8th December 2022

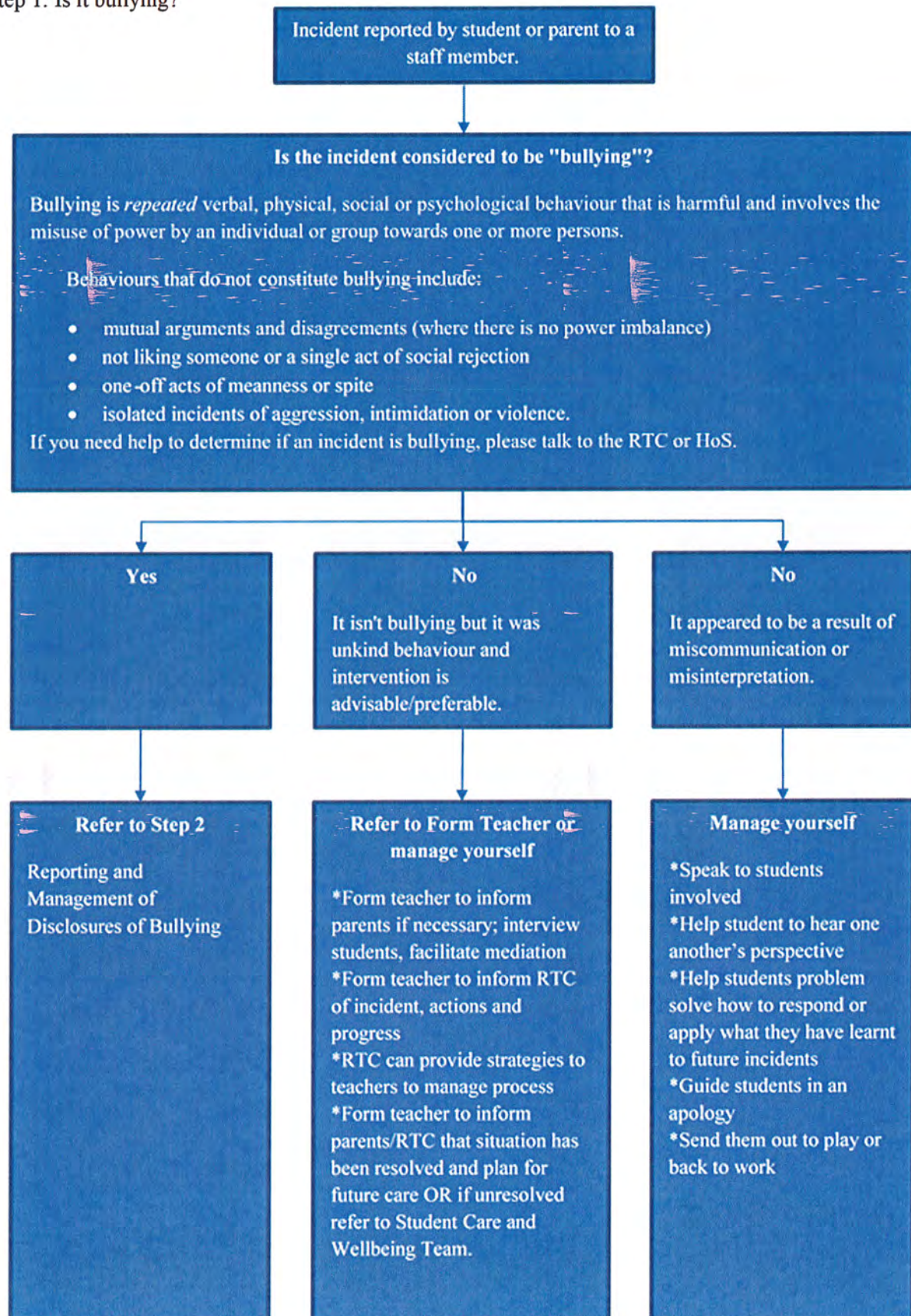
Date: 8th December 2022



8. APPENDIX

Reporting and Response Flowcharts

Step 1: Is it bullying?





Step 2: Reporting and Management of disclosures of Bullying

