

## PO-STU-300 Student bullying

### Purpose

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

### Context

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.

### Definitions

Term	Definition
Bullying	<p>Bullying is a systematic and repeated abuse of power. In general, bullying may be defined as:</p> <ul style="list-style-type: none"> <li>▪ dominating or hurting someone</li> <li>▪ unfair action by the perpetrator(s) and an imbalance of power</li> <li>▪ a lack of adequate defence by the target and feelings of oppression and humiliation</li> </ul> <p>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.</p> <p>Behaviours that do not constitute bullying include:</p> <ul style="list-style-type: none"> <li>▪ mutual arguments and disagreements (where there is no power imbalance)</li> <li>▪ not liking someone or a single act of social rejection</li> <li>▪ one-off acts of meanness or spite</li> <li>▪ isolated incidents of aggression, intimidation or violence</li> </ul>
Physical bullying	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.
Covert bullying	Lying about someone, spreading rumours, playing a nasty joke that makes the person feel humiliated or powerless, mimicking or deliberately excluding someone.
Psychological bullying	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.

### Responsibilities

Who is responsible	Responsibility
Parklands Christian College	<p>Parklands Christian College acknowledges its responsibility to:</p> <ol style="list-style-type: none"> <li>1. Raise awareness of bullying and how the school will respond to it</li> </ol>

	<ol style="list-style-type: none"> <li>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.</li> <li>3. Implement a reporting mechanism for students and parents</li> <li>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.</li> <li>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.</li> <li>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</li> </ol>
Employee	<p>At Parklands Christian College employees have a responsibility to:</p> <ol style="list-style-type: none"> <li>1. Uphold and consistently apply this Policy</li> <li>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.</li> </ol>
Parents	<p>At Parklands Christian College parents have a responsibility to:</p> <ol style="list-style-type: none"> <li>1. Encourage their child not to bully others</li> <li>2. Encourage their child to report bullying to themselves or others to the Student Care and Wellbeing Team (RTC) or Heads of School.</li> <li>3. Encourage their child to take steps to stop bullying as directed under Student Bullying</li> <li>4. Reporting and Response Procedures.</li> </ol>
Students	<p>Student Responsibilities</p> <ol style="list-style-type: none"> <li>1. At Parklands Christian College students have a responsibility to:</li> <li>2. Not engage in bullying behaviour towards others</li> <li>3. Report bullying that is occurring to them or others to the Student Care and Wellbeing Team (RTC) or Heads of School.</li> <li>4. Take steps to stop bullying as directed under this policy, Student Bullying Reporting and Response Procedures.</li> </ol>

## Policy

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:


- 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.

To respond appropriately to any incidences of bullying, Parklands Christian 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.

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



<b>Category</b>	<input type="checkbox"/>	Business excellence and governance	BEG
	<input type="checkbox"/>	People, health & well-being	PHW
	<input checked="" type="checkbox"/>	Students	STU
	<input type="checkbox"/>	Infrastructure, material resources & environment	INF
	<input type="checkbox"/>	Staff	STA
	<input type="checkbox"/>	Learning	LEA
	<input type="checkbox"/>	School community	COM
	<input type="checkbox"/>	Emergency response	EMR
<b>Related procedures</b>			
<b>Related forms</b>			
<b>Legislation and other requirements</b>	Education (Accreditation of Non-State Schools) Regulations 2017 (Qld) Australian Education Act 2013 (Cth) Australian Education Regulations 2013 (Cth)		
<b>Policy owner</b>	Board	<b>Authorised by Signature</b>	Board chair 
<b>Date</b>	June 2024	<b>Next review date</b>	June 2025
<b>Distribution</b>	<input checked="" type="checkbox"/> Board members	<input checked="" type="checkbox"/> Teaching staff	
	<input checked="" type="checkbox"/> Administration staff	<input checked="" type="checkbox"/> Student services	
<b>Risk category</b>	<b>HIGH</b>	MEDIUM	LOW
<b>Revision cycle</b>	<b>1 year</b>	2 years	3 years
<b>Revision history</b>	Version number	Date	Version number
	0.1	June 2024	3.0
	1.0		4.0
	2.0		5.0