



## POL1.12 BULLYING

<b>RATIONALE</b>	<p>To set out the Colleges clear expectations in relation to positive student behaviour and in so doing define what constitutes unacceptable bullying behaviour.</p> <p>Trinity Lutheran College rejects all forms of bullying. It is not acceptable for any student to experience bullying within the learning and social environment of the school.</p> <p>In rejecting bullying, the college is committed to the development and the reinforcement of a culture of positive behaviour, respect and tolerance.</p>
<b>SCOPE</b>	<p>This policy applies to the Trinity Lutheran College students, parents/guardians, staff and contractors.</p>
<b>RESPONSIBILITY</b>	<p>The Principal has overall responsibility for this policy.</p>
<b>DEFINITIONS</b>	<p><b>Bullying:</b> 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.</p> <p><b>Physical bullying:</b> 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.</p> <p><b>Psychological bullying:</b> 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.</p> <p><b>Indirect bullying:</b> is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.</p> <p><b>Cyber bullying:</b> 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.</p> <p><i>There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include, but are not limited to:</i></p> <p><b>Mutual Conflict Situations:</b> 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.</p> <p><b>One-Off Acts</b> (of aggression or meanness) including single incidents of loss of temper shouting or swearing do not normally constitute bullying.</p>
<b>POLICY</b>	<p>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.</p> <p>Bullying, harassment and discrimination will not be tolerated at Trinity Lutheran College.</p>



### PROTOCOLS

It is our policy that:

- Bullying be managed through a 'whole of College community' approach involving students, staff and parents/guardians
- 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/guardians to recognise bullying and respond appropriately
- Bullying response strategies be tailored to the circumstances of each incident
- Staff establish positive role models emphasising our safe community, no-bullying culture
- Bullying prevention and prevention and intervention strategies are reviewed on a cyclical basis against best practice.

#### **Bullying Prevention Strategies**

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 structured pastoral care curriculum that provides age-appropriate information and skills relating to bullying (including cyberbullying) 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 and skills relating to bullying (including cyberbullying) and bullying prevention, to students over the course of the academic year
- Promotion of supportive environment that encourages the development of positive relationships and communication between staff, students and parents/guardians
- Promotion of responsible bystander behaviour amongst students, staff and parents/guardians
- Reporting of incidents of alleged bullying by students, bystanders, parents/guardians and staff is encouraged
- Multiple reporting channels have been established in the college
- Regular risk assessments of bullying within the College are undertaken by surveying student 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.

#### **Reporting Bullying**

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

A key part of the College's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well as providing assurance to students who experience bullying and their parents/guardians 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



## POLICY\_POL01.12\_Bullying

### BREACH OF POLICY

### RELATED DOCUMENTS

Bullying incidents can be advised to the College verbally or in writing through any of the following avenues:

- Informing a trusted staff member, preferably the student's pastoral care teacher
- Informing the college Student Wellbeing Coordinator
- Informing the Deputy Principal or the Principal.

#### 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.

Actions that may be taken when responding to bullying include:

- Using the restorative practices conferencing model to resolve the incident/s
- Discussion with parents/guardians
- Offering counselling and appropriate skilling programs to persistent bullies and/or victims
- Implementing effective follow up strategies
- The application of consequences as per the College Discipline That Restores policy and procedures

#### Staff Responsibility

All staff have a responsibility to:

- Model appropriate 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. Documentation needs to be forwarded to or completed by a member of the College Executive or Wellbeing Team and included on the student's Pastoral Care notes in the College LMS, 'The Vine'.
- Be vigilant in monitoring students that have been identified as either persistent bullies or victims
- Acknowledge the right of parents/guardians to speak with the College if they believe their child is being bullied

1. Where a staff member breaches this policy, Trinity Lutheran College may take disciplinary action.
2. In some cases, outside agencies and/or the police may need to be informed.

POL1.8\_Student Code of Conduct  
POL1.9\_Parent Code of Conduct  
POL4.7\_Bring Your Own Device Code of Conduct  
My BYOD Code of conduct agreement  
CPS01 Child Protection and Safety Policy  
CPS02 Child Safety Code of Conduct



## POLICY\_POL01.12\_Bullying

### RECORD OF IMPLEMENTATION

Contact officer	Eloise Beveridge (Principal)
Approved by	Executive leadership
Ratified by	Trinity Lutheran College Council
Authorization	Trinity Lutheran College Council authorizes this policy for publication and implementation having considered relevant legislation and/or operational requirement of users.
Tracking	Ratified [DATE].
Review Date (3 year cycle or as required by legislation)	2020 Updated, March 2022. Review due 2025.