POL09   VALUING COMMUNITY

RATIONALE	Trinity Lutheran College Mildura affirms the worth and dignity of all individuals in its community. We uphold this belief on the basis that all are created in the image of God and that all are embraced by God's love evidenced in Christ's life, death and resurrection. The ministry of Jesus Christ gave respect to all people irrespective of class, race, gender or status. Trinity Lutheran College is committed to enabling each person to reach their potential, and to uphold each other in caring, supporting, encouraging a n d forgiving r e l a t i o n s h i p s . At Trinity Lutheran College we have a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm.
SCOPE	This policy applies to all members of the T r i n i t y L u t h e r a n College community, including teachers, students, c a s u a l r e l i e f t e a c h e r s , contractors, contract instructors, work experience supervisors, parents, ancillary staff, voluntary workers and pre service teachers.
RESPONSIBILITY	The Principal has overall responsibility for this policy.
DEFINITIONS	The following general definitions are used in this document. *Violence*: This involves any type of unacceptable physical interaction between students and would include fighting, physical assault and sexual assault. *Harassment***:** This involves any form of unwanted interaction between parties and includes threatening behaviour, damage to and the taking of property, name calling and belittling, put downs, rumour spreading and exclusion as well as derogatory racial comments and sexual comments or activity of a sexual nature excluding an actual assault. There are many forms of harassment and it is difficult to list all forms. It would be safe to say any activity that is designed to cause humiliation and suffering of a person would be classed as harassment. *Bullying:* Bullying is when a person is the target over time of repeated negative actions. Bullying is when there is an imbalance of power so that the person being victimised has trouble defending themselves. Bullying is usually characterised by unequal levels of emotional impact on the bully and the victim. *Types of bullying*: *Cyber Bullying:* This is a form of bullying which is carried out through digital and web based technologies such as email, chat room, instant messaging, social media, snapchat, mobile phone etc. Examples of cyber bullying include spreading of rumours, flaming, sending unwanted messages, uploading photos without permission, teasing, denigration, outing, exclusion, cyberstalking and defamation. Anyone can be bullied online and the bully can act anonymously if they so desire. *Direct physical bullying* such as hits, trips, pushes, pokes, damages property, physically threatens, gives intimidating looks, steals property, touching and brushing up against (sexual nature) *Direct verbal bullying* includes calls names, insults, makes homophobic remarks, makes racist remarks, verbally abuses name, family, religion, disability, or other individual characteristic of "target," laughs at, puts down, threatens, sexual joking and innuendo *Indirect or social bullying*: This form of bullying is harder to recognise and is often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation): lies and spreads rumours, plays nasty jokes to embarrass and humiliate, mimics, deliberately leaves "target" out of activities, encourages others to socially exclude someone, damages someone's social reputation and social acceptance.

	Racial discrimination includes deliberate or repeated racist comments, gestures, or any other conduct which hurts people based on their nationality, country of origin, colour of skin, ancestry or any related beliefs or behaviours *Faith discrimination* includes belittling another's religion, putting down or ridiculing another's faith and/or practice of their beliefs *Gender or sex based discrimination* includes behaviour which insists that gender stereotypes be maintained; sexual behaviour which is deliberate, uninvited, unwelcome and which is perceived by the recipient to be embarrassing, offensive, demeaning or compromising; and sexual assault and sexual abuse. *Disability discrimination* which includes treating a person with a disability less favourably merely because they have that particular disability; embarrassing, hurtful, offensive and demeaning treatment of a person merely on the basis that that person has a disability
POLICY	1. Trinity Lutheran College is committed to enabling each person to reach their potential, and to uphold each other in caring, supporting, encouraging and forgiving relationships. We, therefore, believe all members of the College community have an equal right: a. to be treated fairly by fellow students and staff *(and therefore we show respect for each other)* b. to feel safe and secure *(and therefore we treat each other with kindness and support)* c. to learn, and grow towards their full potential *(and therefore we will support and encourage each other in our work)* d. to feel valued, accepted and cared for as unique individuals *(and therefore we will listen to each other, encouraging self-expression, and we will accept each other as we are)* e. to have their own property *(and therefore we will respect and protect the property of others)* 2. Because bullying, harassment and discrimination affect a person's wellbeing, self-confidence, work and relationships with others, it is contrary to the values of a Christian Community and totally against the College's ethos. It may also be against the law. 3. Everyone has the right to feel safe at our College. This means that no one has the right to make anyone feel unsafe or put down by their behaviour. Teasing, name calling, rumour spreading, sexual harassment, racial harassment, fighting and other forms of physical harassment are all unacceptable behaviours and will not be tolerated at our College. We expect students to solve problems in ways which do not include violence or threats of any nature. The College will not tolerate retaliation or victimization against a person for reporting harassment.

PROTOCOLS	1. This policy is to be applied in alignment with restorative practices and the Lutheran Education Australia Valuing Safe Communities staff training program.
	2. Intentional skilling programs on restorative practices and bullying will be an integral part of the pastoral care program from Prep to Year 10.
	3. Trinity promotes and supports the following steps for students:
	a. Tell the harasser to stop
	b. Share the problem
	c. Practicing the Bystander Code
	d. What next?
	   i. Keep a written record of the incidents.
	   ii. Refer the situation to the pastoral care teacher, student wellbeing coordinator, ministry worker of a member of the leadership team.
	   iii. Action could include a "no blame" mediation interview, restorative

	conference, counselling. iv. In all instances support for the victim must be provided as well as action with regard to the perpetrator. v. Consequences could include participation in a conflict resolution or anger management program, withdrawal from classes, or the playground, and in serious or repeated cases may be suspended or have their enrolment cancelled. vi. However, the primary aim of any intervention will be to restore positive relationships, to heal hurt and to establish a renewed understanding of our life at the College. 4. Solving the problem at College level is often easier and more efficient. Ongoing or severe bullying may lead to the involvement of the police if the problem cannot be resolved at the College level. Students may involve their parents at any stage. However, individuals have the right at any time to lodge a complaint with the relevant authority. Confidentiality will be respected at all times unless disclosure is required to affect a satisfactory resolution of the complaint. 5. Steps for staff are as per the College complaints and grievance procedures.
BREACH OF POLICY	**STAFF** 1. Where a staff member breaches this policy, this will be considered a breach of the code of conduct and actioned accordingly. 2. In some cases, outside agencies and/or the police may need to be informed. **STUDENTS** 1. Where a student breaches this policy, this will be addressed as part of the Discipline that Restores policy and procedures. 2. In some cases, outside agencies and/or the police may need to be informed.
RELATED DOCUMENTS	POL02 Staff Code of Conduct POL11 Discipline That Restores POL01 Grievance Policy Child Safety Module on Complispace

RECORD OF IMPLEMENTATION

Contact officer	*Cheryl Bartel (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 February 2015.* *Updated July 2016 to add child protection statement and documents.* *Updated April 2017 to change name to avoid confusion with Vic Govt policy of same name but different intent.* *Updated definitions and breach of policy statement April 2018 upon advice from Moores Legal. Ratified 21 August 2018.*
Review Date *(3 year cycle or as required by legislation)*	*Full review 2020*