

Bullying Prevention Policy

DOCUMENT CONTROL

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1. Introduction

Canterbury College is committed to providing an educational environment in which students feel valued and secure. To achieve this end, Canterbury College will seek to create a College-wide culture that:

- Allows students to flourish free from discrimination, harassment or any form of bullying.
- Does not tolerate, condone or trivialise bullying behaviours in all its forms.
- Is aware of what constitutes bullying behaviour.
- Provides support to the victims and perpetrators of bullying.
- Deals firmly and fairly with bullies so that either stop their bullying or chose to leave the College.

This College-wide culture is underpinned by the College's Code of Conduct and Charter of Values.

2. Definitions / acronyms

Canterbury College	Canterbury College Ltd or any controlled entities of Canterbury College Ltd.
Bullying	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 a 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).

Key Features of Bullying:

- Bullying is intentional and is meant to cause hurt or distress to the other person.
- Aggression towards the person being bullied occurs repeatedly.
- Involves the use of power against a person who is usually not able to effectively resist.
- Usually occurs in familiar social groups.

What bullying is not:

- Mutual arguments and disagreements (where there is no power imbalance), whether in person or online.
- Not liking someone or a single act of social rejection.
- A one-off acts of meanness or spite.
- An isolated incidents of aggression, intimidation or violence.

While these behaviours would not be considered bullying (because they do not involve deliberate and repeated harm and a power imbalance) they need to be addressed in the same way as other inappropriate student behaviours at the College.

Types of Bullying

Bullying is usually described by the types of behaviours involved, or be labelled by where the occurrence happened.

There are four types of bullying behaviours:

I. Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying causes both short-term and long-term damage.

II. Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, physical characteristics such as persons weight or height, or other attributes including race, sexuality, culture, or religion.

III. Social bullying

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.

	<p>IV. Cyberbullying</p> <p>Cyberbullying can be an overt or covert bullying behaviour which uses digital technologies to, harass, threaten, embarrass, or target another person. This type of bullying uses social media applications, instant messaging, texts, websites and other online platforms. Cyberbullying can include:</p> <ul style="list-style-type: none"> ● Abusive or hurtful texts emails or posts, images or videos ● Deliberately excluding others online ● Nasty gossip or rumours ● Imitating others online or using their log-in <p>These behaviours can occur in person or online, directly or indirectly, overtly and covertly.</p> <p>V. Setting – in person and online</p> <p>Bullying can happen in person or online settings. Verbal, physical and social bullying can happen in person. Verbal and social bullying can happen online, as can threats of physical bullying.</p> <p>VI. Means – direct and indirect</p> <p>Bullying can be by direct or indirect means.</p> <ul style="list-style-type: none"> ● Direct bullying occurs between the people involved. ● Indirect bullying mostly inflicts harm by damaging another's social reputation, peer relationships and self-esteem. <p>VII. Visibility – overt and covert</p> <p>Bullying can be easy to see, called overt, or hidden from those not directly involved, called covert.</p> <ul style="list-style-type: none"> ● Overt bullying involves physical actions such as punching or kicking or observable verbal actions such as name-calling and insulting. Overt, direct, physical bullying is a typical depiction of bullying. ● Covert bullying can be almost impossible for people outside the interpersonal interaction to identify. Covert bullying can include repeatedly using hand gestures and weird or threatening looks, whispering, excluding or turning your back on a person, restricting where a person can sit and whom they can talk with. <p>Covert social or verbal bullying can be subtle and even sometimes denied by a person who claims they were joking or 'just having fun'.</p>
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3. Policy statement

No form of bullying will be tolerated at Canterbury College. Any incident of bullying will be considered a severe breach of the Canterbury College behaviour standards and Code of Conduct.

Signs of Bullying

Canterbury College staff have a duty of care to ensure the safety of wellbeing of all students. It is crucial that staff be able to identify changes in a students behaviour and mood that may be related to being bullied or bullying others.

Behaviours in students being bullied

- Increased quietness.
- Visible sadness or unexplained crying
- Withdrawal from friends and activities once enjoyed.
- An increase in days off school (complaints of headaches and stomachaches).
- Explained Poor school performance or decline in grades).
- Loss of appetite.
- Tidiness sometimes linked to sleep disturbance
- Avoidance of students once classed as 'friends
- Will not use the school bathroom (this can be a place where lots of bullying takes place away from the view of teachers).
- Torn clothes
- unexplained cuts and bruises.
- Expressing self-doubt
- Becoming introverted, sullen and self-effacing

Behaviours in students bullying others

- Changes in friendship groups (particularly the loss of a friendship group).
- Expressing a dislike with school.
- A desire to 'show off'.
- Unexplained outbursts of anger
- Becoming easily frustrated
- An unwillingness to do homework
- Expressed anger or irritation with fellow students (including making disparaging comments about them or threatening to hit them).

It is essential that students, staff and parents/carers have a shared understanding of how bullying impacts members of the Canterbury College community and how to respond to incidences of bullying.

Responses to Bullying

All reports of bullying will be investigated and acted upon. Responses to bullying will include support for targets of bullying, the perpetrators and their families. Disciplinary measures may also be incorporated as part of the response in line with the Canterbury College behaviour standards and Code of Conduct.

All investigated cases of bullying must involve contact with the parents/carers of the target of the bullying and the perpetrator.

At Canterbury College depending on the severity of the bullying any or all of the following consequences might take place:

- No-blame discussion with Year Level Coordinator, Dean of Students, Director of Students or Head of Sub-School.
- Restorative Practices
- Parent contact/meeting
- Detentions (After School)
- Suspension and/or recommendation for exclusion where bullying is so served that no other form of consequence would be deemed adequate.
- Contractual Agreement with the College – Probationary Enrolment

At Canterbury College support will be offered to the target of the bullying and the perpetrator through:

- Providing Counselling and Support
- Restorative practices or mediation
- Increased supervision of at-risk areas
- Social skills programs for targets and perpetrators
- Working out a behaviour plan for some students, to keep everyone safe
- Educating students about conflict and bullying

4. Associated documents

Alannah and Madeline Foundation - <http://www.amf.org.au/AboutUs/>

Bullying. No Way - <https://bullyingnoway.gov.au/>

Kids Helpline - <http://www.kidshelp.com.au/>

National Centre Against Bullying - <http://www.ncab.org.au/about/>

5. Review

This policy and its associated procedures, quick reference guides and protocols will be reviewed on an annual basis. Canterbury College, however, reserves the right to review this policy at any time.

6. Acknowledgements

7. Guidelines/Procedure/Process

I. Discouraging Bullying at Canterbury

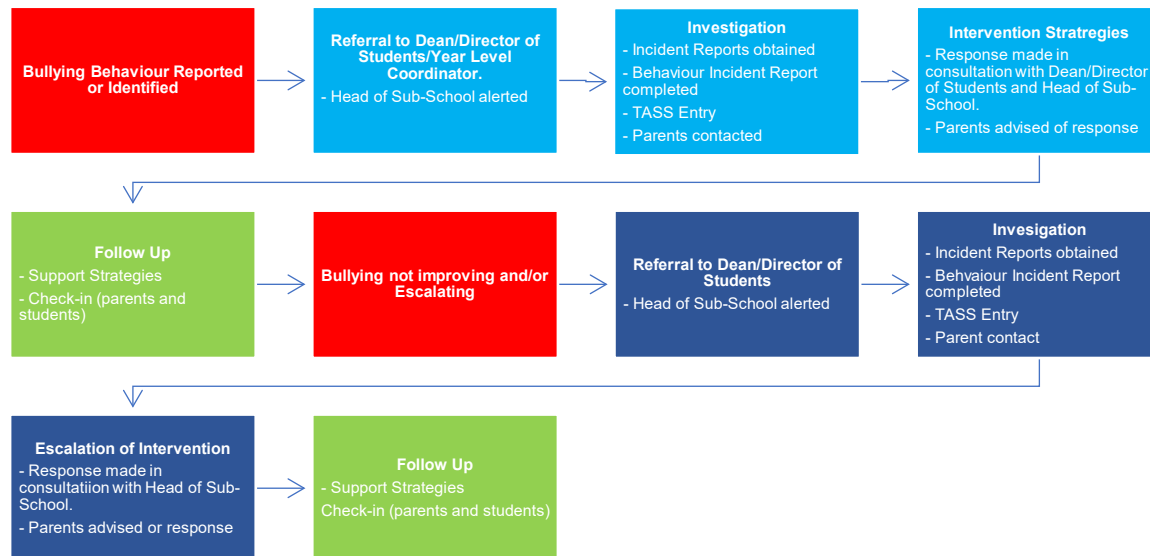
The methods used by Canterbury College to educate about and discourage bullying will vary from time-to-time, with new initiatives being introduced when thought appropriate. The measures that have been used to educate about and discourage bullying at Canterbury College include, but are not limited to:

- Employing a suitable range of sanctions to deal with and discourage bullies. These sanctions could include suspension and expulsion.
- Promoting a bully-free environment through administrative means such as appropriate signage.
- Printing anti-bullying policies in the student diaries.
- Promoting a bully-free environment during assemblies, Year-level meetings, during Form and at other appropriate College gatherings.
- Utilising software to monitor the College's digital resources for potential cyberbullying.
- Promoting a bullying-free environment in the staff handbook and College policies.
- Ensuring the use of Stymie to report bullying or harm is promoted throughout the College community.
- Incorporating anti-bullying prevention programs and days of action in the College's pastoral care program and the wider curriculum.
- Ensuring effective pastoral support for the student through the appointment of Form Teachers and Year-level Co-ordinators.
- Having a student leadership team who support the College's anti-bullying policy and whom students feel free to inform about any bullying.
- Employing School Counsellors who can support both victims of bullying and identified bullies.
- Ensuring staff have the skills and training to detect bullying behaviours
- Encouraging staff to adopt classroom management techniques that discourage opportunities for bullying behaviours.

- Employing staff who model tolerance, empathy and acceptance of individual differences.

II. Bullying Intervention Flowchart

The Bullying Intervention Flowchart outlines the recommended process for dealing with cases of bullying at Canterbury College.



In severe cases where the bullying continues to escalate the Intervention Strategy, and the associated response, will be discussed with the Principal.