

ANTI-BULLYING POLICY



STATEMENT:

BBCS supports all members of the school community to feel safe and valued. We are a community that promotes care, respect, cooperation and values diversity. ***Any form of harassment or bullying is wrong and will not be tolerated at BBCS.***

Definition:

Bullying is any unwelcome or uninvited comment, attention, contact or behaviour by a more powerful person or group, that is intended or may be reasonably anticipated to be offensive, humiliating or intimidating.

Rights of the School Community:

Through the implementation of this policy the school aims to minimise the incidence of bullying within the school community, and its impact on students, staff and caregivers. School members will know what bullying is and that this form of behaviour is unacceptable. **Victims** of these behaviours will know what they can do, and what support they can expect to address the issue.

Offenders (those responsible for bullying) will know how the situation will be handled to support them to implement appropriate behaviours.

All **school community members** will know how to report instances of bullying, what responses the school will take to help the victim overcome the problems, and how the offenders will be supported to learn appropriate behaviours.

Support will be provided by the school to all members, to ensure that everyone's rights to be free of bullying are respected and upheld.

Responsibilities:

All members of the school community have certain responsibilities in the implementation of this policy.

All **students** have the responsibility to:

- Consider the impact of their actions on others
- Respect the rights of staff and students
- Not participate in or accept bullying or harassment

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A **victim** of bullying behaviours has the responsibility to:

- Make it known to the offender, with assistance if necessary, that the behaviour is unwelcome & unacceptable
- Report the behaviour if it continues

An **offender** of bullying has the responsibility to:

- refrain from any behaviours to ensure the victim can feel safe
- refrain from any direct or indirect retaliation directed at the victim or any persons who may have repeated the behaviours

Bystanders, who observe any bullying, have the responsibility to:

- refuse to participate in the behaviour
- if possible, intervene in support of the victim by asking the bully to stop, informing a teacher or responsible adult.
- refuse to support a 'code of silence', and report the incident
- stating that bullying behaviour is uncool.

Staff members, have the responsibility to:

- provide a role model of interaction between staff and students based on mutual respect and consideration
- provide an approachable manner such that students are encouraged to regard them as confidants and to refer issues to the HOC or Coordinator as appropriate
- provide supervision of students so inappropriate behaviours may be observed and appropriate intervention undertaken
- ensure that any form of bullying brought to their attention or personally witnessed is addressed as soon as possible in accordance with the guidelines

BBCS will operate within appropriate procedures for the reporting of bullying and ensure that these procedures are well understood and publicised within the school community.

Key principles of policy for dealing with alleged instances of bullying:

- The safety and care of the student and their family is the paramount consideration.
- Confidentiality must be maintained, with communication limited to those people who need to be informed in order to resolve the issue. The identity of a person reporting the matter must not be revealed to any person without the complainant's knowledge and consent, unless it is required to be disclosed by law.
- Any concerns or allegations raised are listened to, treated seriously and addressed expeditiously through a proper and thorough investigation that is conducted fairly, having regard to the needs of all involved and ensuring that due process and natural justice are afforded to all concerned.

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Actions:

The school will implement relevant, age-appropriate educational programs designed to:

- Develop social skills
- Develop skills in conflict management & conflict resolution
- Encourage a culture within which diversity is valued
- Ensure students are aware of their right to be protected from harm & the support available from the school
- Educate students in regard to the range of agencies in the wider community available for support
- Encourage bystander intervention to support victims of bullying and other inappropriate behaviours.

BBCS will follow a systematic approach to handling reported instances of harassment and bullying, based primarily on the no-blame approach in the first instance, and subsequently the principles of restorative justice. Reported instances of victimisation will be dealt with following the appropriate guidelines as breaches of the BBCS Behaviour Code. The school will provide pastoral care that ensures support for both victims and those involved in victimisation.

BBCS will regularly provide all mandated and other appropriate in-service training about bullying, violence, harassment, child protection issues and the implementation of the BBCS Behaviour Management policy.

Evaluation:

This Policy will be reviewed each year during Term 3.