



GLENVALE
CHRISTIAN SCHOOL

ANTI BULLYING POLICY

At Glenvale Christian School we seek to foster a positive, safe environment for students, staff and parents. The Scriptures are clear that as Christians we are called to act with awareness, compassion, thoughtfulness, grace, kindness and protection towards those who are vulnerable. The Anti Bullying Policy covers the procedures, responsibilities of students, staff and parents in prevention and response to bullying.

What is Bullying?

Bullying is an ongoing misuse of power in relationships through 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 to a person directly or indirectly (online), and it can be obvious (overt) or hidden (covert).

Online bullying refers to bullying through information and communication technologies eg. internet or mobile devices. Bullying of any form, for any reason, can have long-term effects on those involved, including bystanders.

Single incidents and conflicts or fights between equals, either in person or online, are not defined as bullying.

Examples of Inappropriate Behaviour

- Hitting, punching, jostling, pushing or spitting.
- Threats.
- Hiding, damaging or destroying property.
- Using names offensive or abusive language.
- Sexual abuse, including making suggestive comments, touching or grabbing.
- Making insulting comments about another's culture, gender, religious or social background.
- Putting a person down about his or her body, abilities or achievements.
- Writing graffiti about others, including writing crude notes or making crude drawings.
- Insulting or spreading rumours about people or their families.
- Deliberate exclusion in order to hurt, frighten, embarrass or humiliate.
- Causing another student to be afraid at school or on the way to or from school.
- Offensive gestures, sounds, sarcastic laughter or 'knowing' or derogatory looks.
- Nasty telephone calls, SMS or emails to annoy or upset other students and/or their family.

How Should We Treat Others?

At Glenvale Christian School, we have an expectation of RESPECT for others, whether they are students, staff, parents or visitors. We expect every member of the school, from the youngest to the oldest student and all our staff, both to give and receive respect. Remember:

- **COURTESY** to all
- **COOPERATION** with each other
- **CONSIDERATION** for those we meet.

Impact of Bullying

Bullying affects everyone involved, including people who witness it. It can have serious and long-term emotional or psychological consequences in addition to the immediate harmful effects. Bullying undermines the ARCHER values that the school aims to promote in students. Bullying is not a normal stage that all children and young people pass through, and it is not just something to put up with as 'part of life'. Behaviours that is intended to harm can impede healthy development. Glenvale Christian School will not tolerate harassment. Repeated unwelcome actions and words will not be accepted at our school.

EVERYONE HAS THE RIGHT TO FEEL SAFE AT ALL TIMES.

How to Report Suspected Bullying Behaviour

Any member of the School community can expect to be treated seriously when reporting an incident of bullying. If your child feels they are being bullied, please contact your child's teacher in the first instance. Their teacher will address all inappropriate behaviour, whether or not it meets the definition of bullying.

What Will the School Do?

The School will always, where possible, intervene early in suspected or identified bullying issues and communicate clearly with all involved. The teacher who observes or reports any incident of bullying has the initial responsibility for taking positive action, using different practices such as assertiveness, restorative questioning and one-to-one discussion. Staff members will investigate allegations fairly and impartially. Both sides will be heard, and documentation of all discussions will be maintained.

There are consequences for bullying behaviours, such as – warnings, close checking, detentions and suspensions. There will be consultation, where necessary, with all involved – Parents, Teachers, Principal if these steps are to be taken.

Your child's class teacher or the Principal will communicate with you regarding your child, to reassure you that specific things are being done to help your child feel safe. Retaliation against those who report bullying will be viewed very seriously.

Other Resources Available to You

A full version of our Anti-Bullying Policy and Student Handout are available upon request through Administration.

Information is also available at Bullying.No.Way -

www.bullyingnoway.gov.au