

4.1.2 SCBC BULLYING PREVENTION POLICY K – YEAR 12

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1. Introduction

South Coast Baptist College aims to address the problem of bullying and aims to provide sound support structures for victims of bullying. All staff at the College have a duty of care to students, ensuring a safe and non-threatening environment for all students at the school. Bullying is now more pervasive with new technologies such as text messaging, email and a range of social media platforms. These covert psychological methods also allow the person bullying to be even further removed from the person they are bullying and the direct consequences of their actions

2. Definition of Bullying

“Bullying is a behaviour which can be defined as the repeated attack, physical, psychological, social or verbal, which is formally or situationally defined, on those who are powerless to resist, with the intention of causing distress for their own gain or gratification.” *Besag (1989)*

Bullying involves a desire to hurt + hurtful action + a power imbalance + an unjust use of power + (typically) repetition + evident enjoyment by the aggressor and generally a sense of being oppressed on the part of the victim. *Ken Rigby (2002)*

What is Bullying?

- Repeated and unjustifiable behaviour
- Intended to cause fear, distress and/or harm
- Physical, verbal, psychological, relational
- By a more powerful individual or group
- Against a less powerful individual unable to effectively resist

Child Health Promotion Research Centre – ECU (2005)

All three definitions of bullying contain the same three main parameters of bullying.

These are:

- Repetitive behaviour – prolonged over time;
- Involves an imbalance of power; and
- May be verbal, physical, emotional or psychological

3. Forms of Bullying

Bullying takes many forms, but can be best categorised under the following headings:

Emotional bullying includes:

- being excluded from group conversations and activities
- making up or spreading rumours to facilitate dislike for someone
- being ignored repeatedly
- purposeful misleading or being lied to
- making stories up to get others into trouble

Physical bullying:

- hitting, kicking, pinching, pushing, bumping, shoving, scratching, slapping, biting, punching or tripping someone repeatedly
- unwanted physical or sexual touching
- throwing objects with the intent to injure or annoy

Threatening/Psychological bullying:

- stalking, threats or implied threats
- dirty looks
- manipulation – pressuring others to do things they don't want to do
- intimidation – forcing students to do demeaning or embarrassing acts
- extortion – forcing someone to give you money or material items

Verbal bullying:

- constant teasing in a sarcastic and offensive manner
- name-calling and offensive nicknames
- swearing to unsettle or upset others
- homophobic comments to cause distress
- racist or sexist comments

Property Abuse:

- Stealing money repeatedly
- Interfering with someone's belongings
- Damaging other personal items

- Repeatedly hiding someone's possessions

Cyber bullying:

- Spreading gossip and rumours through email, phone and internet
- Sending offensive text/phone and email messages
- Abusive phone calls
- Posting personal information on internet sites without permission to cause distress and humiliate

4. Common Characteristics of bullies:

- Often attention seeking
- They bully because they think they are popular and have the support of others
- They do not accept responsibility for their behaviour
- They have a need to feel in common with their peers
- They will continue to bully if the victim and observing peer group do not complain
- They show no remorse for hurting another child
- They have higher than average aggressive behaviour patterns
- Often have parents who bully them and support their child's aggressive behaviour

5. Indicators that a child may be being bullied

Parents may be the first to notice the signs that their child may be being bullied. The signs for parents often include the child not wanting to go to school, saying they are sick to avoid attending school and generally not enjoying going to school anymore. The child can often withdraw, have emotional outbursts, get upset easily, have difficulty concentrating, or complain of headaches or stomach aches. Listed below are some indicators that a child is being bullied.

Emotional

- Mood swings, sleep disturbance, eating disorders, depression

Physical

- Psychosomatic complaints, headaches, stomach aches, negative body

language, tics

Social

- Social withdrawal, increased sibling rivalry

Behavioural

- Outbursts of temper, problematic behaviour

School/academic

- Erratic/decline in school attendance, truancy, decline in work standards

While all of the above are signs of possible bullying, they may also be signs that something else is happening with the child. A referral to the College Chaplin/Psych to determine the cause of the issues will then take place

6. Profiles of students who are bullied frequently and students who bully frequently

Students who are bullied frequently	Students who bully frequently
<p>Mental Health</p> <ul style="list-style-type: none"> ○ Depression ○ Anxiety ○ Suicide ideation ○ Low self esteem 	<p>Mental Health</p> <ul style="list-style-type: none"> ○ Depression ○ Anxiety ○ Suicide ideation
<p>Social effects</p> <ul style="list-style-type: none"> ○ Lonely ○ Fewer friends ○ Feel rejected by peers 	<p>Social effects</p> <ul style="list-style-type: none"> ○ Lonely ○ Feel rejected by peers
<p>Physical Health</p> <ul style="list-style-type: none"> ○ Somatic complaints ○ Poorer health ○ Physical harm 	<p>Physical Health</p> <ul style="list-style-type: none"> ○ Somatic complaints ○ Poorer health ○ Physical harm
<p>Other effects</p> <ul style="list-style-type: none"> ○ Dislike of school ○ Unhappy at school ○ Fear going to school ○ Higher absenteeism ○ Lower academic competence 	<p>Other effects</p> <ul style="list-style-type: none"> ○ Dislike of school ○ Unhappy at school ○ Fear going to school ○ Higher absenteeism ○ Lower academic competence

7. Prevention policy

Purpose of Prevention Policy:

- Prepare students to manage and resolve conflict in non-aggressive and non-violent ways
- Although bullying instances are comparatively rare in the College, to further reduce the incidence of bullying in the school
- Create an opportunity for students and staff to develop the skills necessary to handle these situations with the minimum of distress
- Assist the College community to manage frustration and conflict in non-violent ways

8. Keys to prevention

The key to preventing bullying from occurring is to create a culture at the College where students respect each other and also respect learning together in both a safe and supportive environment.

1) Expectation

All students at SCBC are aware of the expectations that we have of them regarding their behaviour. Most of our students live up to these expectations and as a result, we have had relatively minor problems with bullying at the College.

2) Education

At South Coast Baptist College, students participate in a structured social and emotional learning programs. These programs encourage students to deal with conflict in constructive ways, to communicate in more effective ways and to examine their thinking processes in order to find more rational ways of dealing with difficult situations or people. This helps to "up-skill" bullies, victims of bullying and bystanders alike.

3) Adequate and active supervision

Staff actively patrol the school grounds on set duties during all breaks and prior to school commencing. There are also plenty of 'safe' areas such as buddy benches, administration areas, councillor's offices and the library.

4) Peer support programs

Students are provided with training that teaches them how to mentor and provide support for younger students. This gives students additional support if they are feeling vulnerable.

9. Methods of prevention

Behaviour Management Policies – (Primary & Secondary)

- i. These policies are presented and discussed with students and parents.
- ii. The policy is reinforced within year groups
- iii. The Behaviour Management Policies are clearly reinforced with the students as they engage with it. This is also reinforced to parents of students who engage in bullying behaviours.
- iv. Parents are contacted with concerns re: student's behaviour, whether victim, bystander or bully.
- v. Reported incidents of bullying are followed up quickly and carefully.
- vi. Victims of bullying are protected, cared for and followed up (Relevant Head of Pastoral Care, College Counsellor and / or Assistant Principal).
- vii. Bullies are tracked / monitored on SEQTA (database).
- viii. Incidents of bullying e.g. where a child's immediate physical welfare is in jeopardy, are dealt with immediately.

The College Environment

- i. The College aims to be welcoming from front reception to the day-to-day classes. We aim to build trust between staff and students, mutual respect and a violence-free atmosphere.
- ii. Positive behaviours are modelled by all members of the College community.
- iii. Positive behaviours are acknowledged and rewarded e.g. Aussies of the Month (Primary), Honour Certificates, personal emails of commendation, etc.
- iv. Behaviour Management systems that are fair, firm and non-violent.
- v. A sense of belonging and empowerment for all members of the school community.

Curriculum

i. The curriculum allows for opportunities to:

- Understand the nature of bullying
- Primary support Programs – PATHS and Kids Matter
- Incidental through thematic work

ii. Understand personal safety

- Guest speakers - all years
- Health Education Curriculum
- Incidental through thematic work

iii. Develop interpersonal communication and problem solving skills e.g. negotiation, mediation, conflict resolution and assertiveness

- Health Education Curriculum
- Cross-curricular: each subject / department can promote this via a range of activities

iv. Develop self-confidence and self-esteem

- Cross-curricular: each subject / department can promote this via a range of activities e.g. achieving success, praise
- Whole College approach to praise & encouragement

v. Acquire the ability to understand, respect and care for others

- Cross-curricular: each subject / department can promote this via a range of activities
- Ethos
- Discipline policies
- Work in a clean, safe and healthy environment

10. Response to bullying

At school:

- i. On the report of an incidence of bullying the relevant Head of Year / Head of Pastoral Care and/or Assistant Principal will interview the victim in a safe setting away from the alleged bully and other students.
- ii. The safety of the victim and his/her welfare is prime consideration at this stage. Where a child is distressed a staff member will remain with the child.
- iii. Any witnesses / bystanders are interviewed.
- iv. The bully is interviewed and allowed to speak freely to give their view.
- v. Where bullying is evident this will be discussed with the bully and a first warning given (verbal). The bully's parents will be contacted, including further steps in the Discipline System as deemed necessary or required. The bully is also warned regarding any revenge / having friends take revenge / further bullying of the victim.
 - The victim is provided with feedback and including the warning for the bully and the implications should anything further arise. Ongoing support structures are offered e.g. from staff, counsellor, psychologist. The victim's parents are contacted.
 - Further incidents of bullying will once again follow the relevant discipline steps of the Behaviour Management policies
 - A record will be kept of all reported incidents on SEQTA in the relevant student's system file including details of harm to the victim, personal factors of the students involved, care / action taken on behalf of the College. And / or other agencies e.g. police, any underlying causes.
 - Any repeated occurrences/similar instances must also be documented.
 - Support for victim (and witnesses where applicable) is recorded.

Off-campus:

South Coast Baptist College reserves the right to interview students and, if appropriate, impose formal discipline strategies when any act takes place on or off-campus that causes or threatens to cause a substantial and material disruption or interference with the rights of students to be safe and secure. This includes bullying or intimidation at shopping centres, on buses, on the internet (social media sites, messenger, skype etc.) or via mobile phones (text messages, images). Sanctions may include actions as if the offence had happened at school, and like consequences apply.

Cyber bullying:

Cyber bullying can involve:

- sending defamatory, threatening or harassing messages, phone calls, offensive photographs or sounds;
- the purposeful spreading of inaccurate information, such as making-up and passing on rumours;
- distributing someone else's personal information, such as passing on someone's phone numbers, web-addresses; and personal details without their permission;
- sending spam, viruses or offensive web-links; and
- the posting of information, or photos or images without the permission of the subject of the information, photo or image

Parents and the College Community

Parents and the greater College Community will regularly be provided with information regarding our zero-tolerance approach to bullying at SCBC. They will be encouraged to be a part of the College-wide programme.

11. Review

An annual review of the policy (as part of general review) will take place, or as the occasion arises.

Reviewed: 6/12/2019

Next Review date: Term 4 2021