

## Student Bullying Policy

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<b>Purpose:</b>	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur	
<b>Scope:</b>	Students, parents and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
<b>Status:</b>	Approved	<b>Supersedes:</b> Anti-bullying policy
<b>Authorised by:</b>	School Board	<b>Date of Authorisation:</b> April 2019
<b>References:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)</a></li> <li>• <a href="#">Australian Education Act 2013 (Cth)</a></li> <li>• <a href="#">Australian Education Regulations 2013 (Cth)</a></li> <li>• <a href="#">Goora Gan Steiner School Positive Behaviour Management Policy</a></li> <li>• <a href="#">Goora Gan Steiner School Child Protection Policy</a></li> <li>• <a href="#">Complaints Handling Policy</a></li> </ul>	
<b>Review Date:</b>	Every 2 years	<b>Next Review Date:</b> April 2021
<b>Policy Owner:</b>	School Board	

## Policy Statement

Goora Gan Steiner School has a zero-tolerance approach to bullying.

Goora Gan Steiner School is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

In order to prevent bullying from occurring, Goora Gan Steiner School will implement the following actions:

- Raise awareness of the school community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the school
- Develop and promote effective social skills and positive relationships amongst students

In order to respond appropriately to any incidences of bullying, Goora Gan Steiner School will:

- Develop an appropriate mechanism for students and parents to report bullying
- Educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to then report all incidences of bullying
- Educate employees on how to appropriately respond to reports of bullying
- Investigate and act upon all reports of bullying
- Take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures.

Goora Gan Steiner School Positive Behaviour Management Policy explains the bullying reporting mechanism for students and parents, and details how employees will respond to reports, including that all reports will be investigated and acted upon, with appropriate support and consequences implemented.

## Definitions

- **Bullying:** is a systematic and repeated abuse of power. In general bullying may be defined as:
  - dominating or hurting someone
  - unfair action by the perpetrator(s) and an imbalance of power
  - a lack of adequate defence by the target and feelings of oppression and humiliation

It can occur at any age, across cultures, genders and socioeconomic groups. It can happen in the playground, toilet areas, to and from school or in the classroom.

- **Physical bullying:** this is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying
- **Verbal bullying:** repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse
- **Covert bullying:** such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone
- **Psychological bullying:** for example, threatening, manipulating or stalking someone
- **Cyber bullying:** using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically

## **Responsibilities**

### **School Responsibilities**

Goora Gan Steiner School acknowledges its responsibility to:

- Raise awareness of bullying and how the school will respond to it
- Take action to help prevent bullying
- Implement a reporting mechanism for students and parents
- Educate students and parents on how to respond to bullying and how to report it
- Educate employees on how to appropriately respond to bullying
- Investigate and act upon all reports of bullying, including providing appropriate support and consequences

### **Employee Responsibilities**

At Goora Gan Steiner School employees have a responsibility to:

- Uphold and consistently apply this Policy
- Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with the Positive Behaviour Management Policy

### **Parent Responsibilities**

At Goora Gan Steiner School, parents have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying to themselves or others
- Encourage their child to take steps to stop bullying as directed under this Policy and the Positive Behaviour Management Policy

At Goora Gan Steiner School students have a responsibility to:

- Not engage in bullying behaviour towards others
- Report bullying occurring to them or others
- Take steps to stop bullying as directed under this Policy and the Positive Behaviour Management Policy

## **Implementation**

Goora Gan Steiner School is committed to raising awareness of the process for resolving and eliminating instances of bullying, including by the development and implementation of this policy and related procedures, and via the clear support and promotion of the policy and procedures.

Goora Gan Steiner School is also committed to appropriately training relevant employees (especially senior staff) on how to resolve instances of bullying in line with this policy and with Positive Behaviour Management Policy.

Goora Gan Steiner School will act to encourage students, parents and employees to contribute to a healthy school culture where a zero tolerance for bullying is embraced and where incidents are resolved with as little formality and disruption as possible.