Anti-Bullying Policy
November 2012

► INTRODUCTION

The Anti-Bullying policy of Green Point Christian College is an essential aspect of student welfare and pastoral care with the College and augments the College’s Behaviour Management and Code of Conduct policies. This policy is intended to provide students, staff and parents with appropriate mechanisms to address the issue of bullying. Green Point Christian College does not tolerate bullying in any form.

► RATIONALE

As a Christian school our God given mandate is to create an environment that develops an ethos of care and encouragement and an environment where all students and staff feel safe. One in which their right to be respected and treated as individuals is to be protected.

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable. It is to provide a structure and strategies by which students, who believe they are bullied, are counseled sensitively and effectively. It is also to provide structure and strategies by which students that are identified as bullies are dealt with promptly and the outcomes achieved are in the best interests of the student and the College.

► AIMS

• To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
• To take positive action to prevent bullying from occurring through a clear College policy.
• To show commitment to overcoming bullying by practising zero tolerance.
• To inform pupils and parents of the College’s expectation and to foster a productive partnership which helps to maintain a bully free environment.
• To make staff aware of their role in fostering an environment of care and develop in them an appropriate knowledge and attitudes which will assist to achieve the above aims.

► BIBLICAL GUIDELINES

At Green Point Christian College we follow the guidelines that are laid out to us in the Bible:

1. Bullying is never acceptable behaviour and will not be tolerated.
   “Get rid of all bitterness, rage, anger, brawling and slander along with every form of malice. Be kind and compassionate to one another, forgiving each other.” Ephesians 4:31

2. The Bible tells us that each member of Green Point Christian College is made in the image of God and that we are His precious creation, which we need to honour.
   “Let us make man in our image, in our likeness.” Genesis 1:26
   “But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God.” 1 Peter 2:9

3. Therefore all students, parents and teachers have the right to feel and be safe going to and from the College as well as in the playground and classroom.
“Live in harmony with one another be sympathetic, love as brothers, be compassionate and humble, do not repay evil for evil or insult with insult, but with blessing because to this you were called so that you would inherit a blessing. (1 Peter 3:15)

4. Each member of the College community has a responsibility of assuring the safety of other members of the community.

► DEFINITION OF BULLYING

The following definition of bullying reflects the position of the College:

Bullying is when someone or a group of people with more power repeatedly and intentionally causes hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults and will probably continue if no action is taken.

The key features of bullying are that it, causes hurt and distress, is repeated and involves the use of power in an unfair way.

Bullying isn’t:

- single episodes of social rejection or dislike or
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

A helpful resource is “The National Centre Against Bullying” http://www.ncab.org.au/

This policy specifically deals with bullying amongst students, but the College recognises that bullying may occur at all levels and in all relationships.

► FORMS OF BULLYING

1 Physical Bullying - Includes hitting, kicking, rude gestures, extortion, pushing and shoving, taking or damaging belongings i.e. any form of physical behaviour that hurts others or their property.

2 Verbal Bullying - Name-calling, insulting, repeated teasing, racist remarks, threatening, sexual harassment and any other form of verbal behaviour designed to hurt another.

3 Social (Covert) Bullying – Includes spreading lies, slander, rumours, playing nasty jokes, mimicking, excluding someone from the group, isolating someone and isolating others by preventing others from befriending them. Damaging a person’s social reputation or social acceptance.

4 Psychological Bullying - Includes threatening, manipulative and stalking behaviours.

5 Cyber Bullying – Cyber bullying is causing hurt via modern technologies such as the Internet and other forms of social media, and through the use of smart phones and other mobile devices.

a) Examples of Cyber Bullying

- Sending hateful or threatening comments or pictures via MSN, mobile phone or the Internet and by social networking sites such as MySpace and Facebook.
- Using modern technologies to engage in the social exclusion of someone.
- Posting rude, explicit or embarrassing messages or pictures about someone on the Net.
• Stealing someone’s identity in order to harm them in some way.
• Putting pressure on a person to send revealing or compromising pictures of themselves.
• Covertly filming, recording or taking a picture of someone and posting the images on the Net to cause hurt.
• ‘Outing’ and disseminating confidential information about someone.
• ‘Flaming’ and multi-messaging to clog up a person’s electronic system and to cause them distress.
• Using aliases and pseudonyms in chat rooms and on social networking sites in order to harass and upset.
• Engaging in cyber-stalking and the invading of privacy.

b) Sexting

• Another expression of cyber bullying is sexting. Sexting is taking sexually explicit photos and making them available for others to see via a carriage service such as mobile phone or computer. Sending explicit images of anyone, including yourself, is a crime if you are under the age of 18 years. If the person in the picture is under 16 years, it can be a very serious crime resulting in charges of paedophilia.

► RIGHTS AND RESPONSIBILITIES

1 Members of the College community have a right to:
• Be safe at Green Point Christian College, free from fear of bullying, harassment and intimidation,
• know that their concerns will be responded to,
• be provided with appropriate support.

2 Members of the College community have a responsibility to:
• Refrain from engaging in bullying behaviours,
• report bullying of self and / or others,
• assist in implementing the College’s anti-bullying policy.

3 College’s Responsibilities
• Provide access to the anti-bullying policy and school code of conduct to all members of the College community via College intranet, website, hard copies (available on request) and summary statement (via newsletter).
• Involve staff, parents and external support agencies in developing and revising consistent procedures across the College for responding to and documenting bullying.
• Clarify roles of student support staff including Year Advisors, Coordinators, Home Teachers, Head of School, School Counsellors.
• Program specific activities in classes, across stages and for the whole College community which promote values associated with anti-bullying.
• Provide support and guidance to the victims of bullying.
• Provide intervention for individuals who bully others.

4 Teacher Responsibilities
• Model anti-bullying attitudes and behaviour.
• Encourage the teaching of tolerance, respect and valuing of difference and diversity through Key Learning Areas.
• Listen to and respond to reports of bullying. Provide support and refer as needed.
• Implement the College’s Code of Conduct and Anti-Bullying Policy.
5 Parent Responsibilities
- Model anti-bullying attitudes and behaviour.
- Support the values of tolerance and respect in the home.
- Encourage children to exercise these values in all contexts including at school.
- Report bullying and encourage their child to do so.
- Provide support and encourage their child to seek help.
- Work with the school to resolve bullying issues.

6 Student Responsibilities
- Model anti-bullying attitudes and behaviour.
- Show respect for all members of the College community.
- Speak out against bullying and report it when they see it. Report if you are bullied.
- Support students who are bullied.
- Support the Student Representative Council to assist with anti-bullying suggestions.