



St Philip's Christian College Gosford

Managing Student Behaviour (Anti Bullying) Policy

Policy Document Information

Compliance	
Related Documents	Registered and Accredited Individual Non-Government Schools (NSW) Manual Education Act 1990 (NSW) A Guide to the Child Safe Standards
Other Policy Relationships	<ul style="list-style-type: none"> • Allegations against Employees in the Area of Child Protection Policy • Protecting and Supporting Children and Young People Policy (Child Protection) • Supervision Guidelines • WHS Policy • Managing Student Behaviour (Discipline) Procedures • Managing Student Behaviour (Discipline) Guidelines • Excursion Policy • Privacy Policy • Student Code of Conduct • Record Keeping Policy • Child Protection Policy • Mobile Phones and Other Electronic Devices Policy • Managing Student Behaviour (Anti-Bullying) Procedures
Key Dates:	
Date of Issue/last revision	July 2025
Date Ratified	
Review Date	June 2028
Policy Review	This policy will be reviewed every three years, or as needed in line with legislative changes and the requirements of the Association of Independent Schools
Applies to	St Philip's Christian College, Gosford K-12

The College's policies which are made from time to time are made pursuant to the requirements set out in section 47 of the *Education Act* and [NESA](#) for the registration [and accreditation](#) of the school.



St Philip's Christian College Gosford

Managing Student Behaviour (Anti-Bullying) Policy

1. General Statement

St Philip's Christian College, Gosford is a Christian, Coeducational, Independent, Kindergarten to Year Twelve College. The College is located in Narara in the NSW Central Coast.

St Philip's Christian College Mission Statement:

St Philip's Christian College will continue to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, and practice.

This policy provides the guidelines for managing student behaviour with regard to bullying or harassment at St Philip's Christian College, Gosford.

St Philip's Christian College Gosford is committed to providing a safe, respectful learning environment that is inclusive and supportive for all students. All members of our College community have the right to be in an environment free from fear, intimidation, humiliation and harassment.

Bullying, in any of its forms, will not be tolerated at the College and will be treated seriously. Our approach is underpinned by Biblical truth and motivated by Christian love. Jesus Christ is our definitive behavioural model.

Knowing exactly what bullying is and understanding why it happens are critical to finding positive and lasting solutions for everyone involved. Students can play various roles within the bullying dynamic. Understanding the peer group is central to understanding bullying.

2. Scope

This policy applies to students enrolled at the College. A Year Twelve student is considered to be enrolled until the business day after the completion of their final exam.

The application of this policy is not limited to the College's site and operating hours. It extends to all activities and events that are school-related, including when students are:

- On school grounds.
- At any in College related activities or representing the College (including for example camps, events, excursions, incursions, retreats, sport, awards nights).
- Representing the College, including when off campus, or in a digital environment.
- Travelling to and from school, as well as to and from off-site activities.



- Wearing the school uniform.
- Under the College's legal duty of care.
- Otherwise engaging in behaviour which in the reasonable opinion of the College may affect student health and safety, student relationships, staff health and safety, staff-student relationships, or the reputation of the College.

This policy is to be read in conjunction with the Student Code of Conduct.

3. Definition

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

4. Objectives – Policy statement

To outline the areas of delegation, responsibilities, and conditions for Anti-Bullying and Harrassment at St Philip's Christian College, Gosford

5. Audience and Applicability

All staff, students and parents of St Philip's Christian College, Gosford.

6. Responsibilities and Delegations

Principal	<ul style="list-style-type: none"> • Ensure a safe, secure and harmonious work environment for students and staff • Develop, implement and monitor this policy and ensure it is evaluated and reviewed by the school community at least every three years • Ensure staff are provided with training and development opportunities to identify and manage incidents of bullying and/or harassment • Ensure that this policy is available to the College community
-----------	--



	<ul style="list-style-type: none"> • Employ Wellbeing Team members who have specialist skills in helping both targets and perpetrators of bullying • Ensure effective pastoral and wellbeing support for students through the appointment of various College Leadership Team members • Model and promote appropriate relationships and behaviours
Deputy Principal / Heads of Schools	<ul style="list-style-type: none"> • Ensure staff are aware of this policy and monitor its implementation • Model and promote appropriate relationships and behaviours • Ensure anti-bullying and harassment content is included in the curriculum • Implement and monitor strategies for dealing with bullying and harassment matters when raised • Identify patterns of bullying behaviour and initiate school action to respond • Use a range of interventions and sanctions applicable to various age groups and situations to deal with and discourage bullying behaviour in accordance with the Student Code of Conduct • Provide feedback to the appropriate persons when bullying and harassment issues occur • Manage complaints about bullying, investigate thoroughly and take necessary action in a timely manner • Liaise with the College's Police Liaison Officer (depending on nature of incident) when needed • Maintain partnerships with parents in the prevention and appropriate response to bullying behaviours • Ensure that consequences for bullying include opportunities for students to learn more appropriate social skills and responsible behaviours through explicit teaching of these behaviours
Teachers	<ul style="list-style-type: none"> • Contribute to the development of this policy and support its effective implementation • Model and promote appropriate relationships and behaviours • Endeavour to identify and minimise bullying behaviour at school



	<ul style="list-style-type: none"> • Monitor, address and follow up on bullying and/or harassment matters when identified in a timely manner • Provide feedback to the appropriate persons when bullying and harassment occur • Promote positive behaviours and a bully-free environment with students • Support and implement programs that provide information, strategies and counselling regarding bullying • Provide opportunities for students to learn about positive behaviour including problem solving and conflict resolution, bullying and the school process for responding to bullying • Actively supervise whilst on duty so that there is a pervasive sense of staff presence • Actively engage with professional development regarding anti-bullying and harassment strategies • Notify Executive staff of allegations of bullying and ensure that bullying behaviour is addressed • Be familiar with and follow this policy for preventing and responding to bullying
Parents	<ul style="list-style-type: none"> • Support the College in the implementation of this policy and assist their child(ren) in understanding bullying behaviour • Notify a teacher if they think their or another child is experiencing bullying • Model positive social behaviour and relationships in interactions with the school community, including in interactions with teachers, other parents and students • Work collaboratively with the school to resolve bullying when it occurs and promote appropriate behaviour
Students	<ul style="list-style-type: none"> • Follow school policies and procedures • Notifying a teacher if they witness or experience bullying



- | | |
|--|--|
| | <ul style="list-style-type: none">• Implement strategies teachers have suggested when responding to bullying• Behave appropriately, respecting individual differences and diversity• Take responsibility for ensuring other students can learn in a safe and supportive environment and contribute to the safety and wellbeing of others |
|--|--|

7. Monitoring Evaluation and Reporting Requirements

This policy will be evaluated and reviewed every three years or as needed.

Location: [St Philip's Christian Education Policy Library](#)

[St Philip's Christian College Gosford – Policies \(Public facing document\)](#)