St Philip's Christian College Waratah

Managing Student Behaviour (Anti-Bullying and Harassment) Policy

Policy Document Information

Compliance		
NESA	Registered and Accredited Individual Non-government Schools (NSW) Manual Section 3.6.1 (Child Protection) Section 3.6.2 (Student Welfare) Section 3.6 (Safe and Supportive Environment) Section 3.7.1 (Discipline) Section 3.10.1 (Reporting on changes made to policies)	
Legislative Requirements	Education Act 1990 Child Protection Policy 2017	
Other Policy Relationships	WHS Policy Managing Student Behaviour (Discipline) Policy Managing Complaints Policy Pastoral Care Statement Supervision Policy (Students) Privacy Policy Student Leadership Policy	
Key Dates		
Date of ratification	November 2021	
Date for review	November 2024	

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 of the NESA for registration of the school.

St Philip's Christian College Waratah

Managing Student Behaviour (Anti-Bullying and Harassment) Policy
2021

1.   General Statement

At St Philip's Christian College we acknowledge the close relationship between student wellbeing, pastoral care, classroom climate and teaching and learning practice. Managing Student Behaviour therefore needs to be seen and developed within this holistic perspective.

It is to be noted that some school-based activities such as Managing Student Behaviour will be subject to a variety of 'policy areas'. It is also noted that each policy is not mutually exclusive, that is, there are implicit and explicit interrelationships between many policies. (eg. Commendation, Discipline, Anti-bullying, Supervision, etc)

Managing Student Behaviour (Anti Bullying and Harassment)
"Bullying is one of the major problems which the community, educators and parents are facing today in schools. Research shows that two thirds of school age children face bullying at some time in their lives. An estimated 15% of Australian school children are bullied weekly." (CCH – Schools and the Law).

The Australian Student Wellbeing Framework (2018) acknowledges the strong interconnections between student safety, student wellbeing, positive relationships and learning. Bullying is less likely to occur in a caring, respectful and supportive teaching and learning community. As a Christian College we believe that any behaviour where one takes advantage of another is not in accordance with the Biblical principles of each person being made in the image of God (and thus worthy of respect at all times) and being commanded to love God and one another.

Therefore, the implementation of this policy along with the Anti-Bullying and Harassment procedures and guidelines (and other policies for Managing Student Behaviour) will help to create and maintain a culture where bullying, harassment, violence and discrimination is unacceptable and occurrences minimized.

Definition – Bullying occurs when a person or group of persons deliberately and repeatedly hurts or frightens somebody less powerful than himself or herself for no reason. This may be done in various ways: by hurtful teasing; name-calling; malicious gossip, cyber bullying, image-based abuse, physically hitting or threatening someone or their property; or by continually and unfairly excluding someone.

Bullying involves a desire to hurt + hurtful action + a power imbalance + (typically) repetition + an unjust use of power + evident enjoyment by the aggressor and a sense of being oppressed on the part of the victim. (Bullying in Schools: What to do about it. Dr Ken Rigby. http://kenrigby.net/)

2   Aim

The aim of the Anti-Bullying and Harassment Policy is to create and maintain a learning environment where every student and school member feels safe, respected, valued and free from bullying, violence, harassment and discrimination.

3.   Objectives - Policy Statement

3.1   Christian Ethos: Our approach to Managing Student Behaviour (Anti Bullying and Harassment), is underpinned by Biblical truth and motivated by Christian love. In this context, I Corinthians 13 provides a solid basis for all relationships at St Philip's Christian College. Jesus Christ is our definitive behavioural model.

3.2   Promoting a Safe, Supportive and Inclusive Environment:

- An holistic approach – where acceptance, care and safety are emphasised
- A whole school responsibility
- Consistent with legislation and reflecting Government policy
- Incorporates the principles of natural justice and procedural fairness
- Reflects the identified needs of the community
- Implementation of clearly-defined expected standards of behaviour
- Promotes positive student behaviour, including specific strategies to maintain a climate of respect
- Recognizes and reinforces student achievement and diversity
- Management of inappropriate student behaviour

3.3   Self Discipline

The ideal in managing student behaviour is that each individual student, motivated by a desire to please God, will take responsibility for their own behaviour, maintaining a self-disciplined approach in order to demonstrate excellence of both attitude and actions. As followers of Jesus Christ, St Philip's Christian College desires that discipline and encouragement may not just lead to self-control but to a Christ-centred life.

3.4   Respect

As members of the St Philip's Community we should treat each other with respect and dignity, being accepting of, and compassionate to each other. Therefore any act of bullying, victimization or harassment will not be tolerated. Each individual should respect the rights of others. These are to be treated with fairness and dignity and the right to learn in a safe and supportive school environment that values diversity free from bullying, harassment, discrimination and violence. We also have a reciprocal responsibility to keep others safe and to treat them in the same way - with fairness, dignity and respect.

4.   Audience and Applicability

The College community including Executive Staff, Teaching and Non-teaching staff, Students, Parent/Carers

5.   Context

5.1 At St Philip's Christian College, we strive to provide quality learning environments which are inclusive, safe, secure, supportive and free from intimidation, harassment and victimization.

5.2   All students and staff have the right to be treated fairly and with respect in an environment which accepts diversity and individualism.

6.   Responsibilities and Delegations

6.1   Principal
- The Principal is accountable to the Executive Principal and the Board of Governors for ensuring a safe, secure and harmonious work environment for students and staff.
- The Principal, in conjunction with the College Leadership Team is responsible for the development, implementation and monitoring of the Managing Student Behaviour (Anti Bullying and Discrimination) Policy.
- The Principal is responsible for ensuring that the College's policy is evaluated and reviewed by the school community at least every three years.
- The Principal will endeavour to engage in collaboration in the development of the policy and that staff are provided with training and development opportunities in managing student Behaviour (Anti Bullying and Harassment)
- The Principal will make available a copy of the Managing Student Behaviour (Anti Bullying and Harassment) Policy to the College community.

6.2   Deputy Principal/Heads of Schools
- Ensure all staff are aware of the Managing Student Behaviour (Anti Bullying and Harassment) Policy and monitor its implementation.
- Ensure anti-bullying and harassment content is included in the curriculum.
- Implement and monitor strategies for dealing with bullying and harassment matters when raised.
- Provide feedback to the appropriate persons when bullying and harassment issues occur.
- Liaise with the Police's School Liaison Officer (depending on nature of incident).

6.3   Teachers
- Contribute to the development of the Anti-Bullying Policy and support its effective implementation.
- Endeavour to identify and minimise bullying behaviour at school
- Monitor, address and follow up on bullying, harassment matters when identified.
- Provide feedback to the appropriate persons when bullying and harassment issues occur.
- Support and implement programs that provide information, strategies and counselling regarding bullying
- Actively engage with professional development regarding anti-bullying and harassment strategies.

6.4   Parent/Carers
- Support the College in the implementation of the Anti Bullying and Harassment Policy.
- Notify the College if aware of occurrences of suspected bullying to their own child or other children.
- Set the best examples of positive behaviour for their children, treating staff and students with respect and value.

6.5   Students
- Report suspected victims of bullying to a staff member.
- Encourage, praise and support other students' achievement, effort and diversity.
- Take responsibility for ensuring other students are able to learn in a safe and supportive environment and contribute to the safety and well being of all.
- Act independently, justly, cooperatively and responsibly in all areas of life.

7.   Monitoring, Evaluation and Reporting Requirements

This policy in line with Managing Student Behaviour (Anti-Bullying and Harassment) Guidelines and Procedures will be evaluated and reviewed every three years or as needed in line with legislative changes.

8.   Document Details and History

Modified from Anti-Bullying and Harassment Policy 2006 (see H:\College Documents\Policies and Procedures\Administration\Discipline Policy\Archive) in March 2011.
Updated May 2012
Updated October 2016
Updated March 2017
Updated November 2021, J Fahey

Additional Materials

https://education.nsw.gov.au/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying