



**Burdekin**  
Christian College

## BULLYING POLICY

### AIM

The aim of the policy is to communicate to all members of the College community that at Burdekin Christian College incidents of bullying are taken seriously and appropriate response will be enacted in a timely and consistent manner.

The policy works in conjunction with the College Bullying Procedures to outline approaches and strategies to be used when dealing with incidents of bullying.

### SCOPE

This policy provides the framework for the way our College will deal with incidents of bullying relating to all members of the College community.

This policy applies to all members of the Burdekin Christian College community: students, parents and staff.

### RATIONALE

All members of the College community have the right to feel and be safe at the College and need to be confident that help is available if they are made to feel uncomfortable, or believe they are the victims of bullying. Because each member of the College community is seen to be made in the 'image of God' and is God's precious creation:

- Bullying is not acceptable behaviour
- Bullying is not tolerated
- Bullying is considered a major issue

### DEFINITIONS

- An individual is bullied when one or more other people expose that individual to negative or harmful actions (often regularly and over time).
- Bullying generally occurs when people deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.
- Bullying is a clear form of harassment.

Bullying is a societal-wide problem and the Burdekin Christian College aims to treat issues of bullying seriously and each issue will be addressed. If a child is bullying, parents should expect to be notified, and, in some incidents, an interview with the Principal may be necessary.

The label of 'bully' is often unhelpful, as it stigmatises an individual. At the Burdekin Christian College our approach is to deal with behaviour.

Each member of the College community has the responsibility of ensuring the safety of the other members of the community. All staff who either witness or are informed of bullying must:

- a) Establish the facts as far as possible;
- b) Report the incident to the Principal who will investigate if they have a reasonable belief that bullying has occurred.

### **COMMON FORMS OF BEHAVIOUR THAT ARE NOT ACCEPTABLE AND WILL NOT BE TOLERATED MAY INCLUDE, BUT ARE NOT LIMITED TO:**

- Causing physical or mental discomfort or pain to another;
- Teasing or verbal abuse;
- Unjustified exclusion of students from an activity or group;
- Gossiping or telling lies or spreading rumours about another person;
- Damaging possessions or taking and using them without permission;
- Making another person feel uncomfortable by the use of sexual references or actions;
- Using offensive racial terms or references;
- Causing another person to be afraid at the College or on the way to or from the College;
- Trying to get other people into trouble (as different from reporting an incident to keep people safe)
- Making threats against a person, their family or to damage their personal property;
- Using technology such as mobile phones, e-mail or social media as a form of harassment.

### **COLLEGE RESPONSIBILITY:**

- To reinforce within the College community what bullying is, and the fact that it is unacceptable;
- To ensure each classroom teacher clarifies at the start of each year the College position on bullying;
- To encourage everyone within the College community to be alert to signs and evidence of bullying;
- To promote a culture where children and staff report bullying incidents involving themselves or others as victims;
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators;
- To seek parental and peer-group support as appropriate;
- To ensure any staff member who would like assistance is provided with Professional Development relating to bullying, harassment and proven counter measures;
- To provide student programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving;
- To ensure that the curriculum includes anti-bullying messages;
- To encourage parents to contact the College if they become aware of a problem;
- To provide Chaplaincy support for students who feel they are suffering from bullying.

The College must have clearly identified and communicated procedures for dealing with bullying which usually involves escalating measures to deal with ongoing issues. If a person who is bullying others does not respond to a request to stop bullying, in line with the stated procedure, then for the protection of the other members of the College, expulsion or dismissal will be the result.

Assistance, where deemed appropriate, will be offered to both the victim and perpetrator of bullying incidences.

## PLEASE NOTE

At all times the discretion of the College Principal shall override policies in the oversight and care of all members of the Burdekin Christian College.

<b>History:</b> Originally issued January 2018.
<b>Related Policy and Procedure:</b> <ul style="list-style-type: none"><li>• Student Code of Behaviour and Practice.</li><li>• Care and Conduct Policy.</li><li>• Grievance Policy.</li></ul>
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