



# **Bellfield College Anti-Bullying Policy**

**Definition:**

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

**Rationale:**

The College will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their College environment.

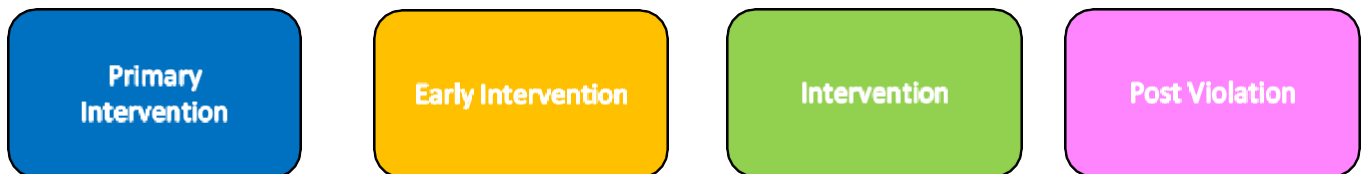
**Aims:**

- To reinforce within the College community what bullying is, and the fact that it is unacceptable.
- Everyone within the College community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- 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 and cooperation at all times.

**Implementation:**

Parents, teachers, students and the community will be aware of the College’s position on bullying.

The College will adopt a four phase approach to bullying <sup>1</sup> Consequences for Bullying will be outlined in the school Discipline Policy.



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<sup>1</sup>Revisions made to outline, responsibilities and timeframe January 2018.

Approach to Bullying	Description	Responsibility	When
<b>Primary Prevention</b>	<ul style="list-style-type: none"> <li>Professional development for staff relating to bullying, harassment and proven counter measures.</li> </ul>	CEO/Principal	Ongoing and as required at staff PD sessions days
	<ul style="list-style-type: none"> <li>Community awareness and input relating to bullying, its characteristics and the College's programs and response.</li> </ul>	CEO/Principal College Coordinators of Pastoral care and Wellbeing	Ongoing as required
	<ul style="list-style-type: none"> <li>To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.</li> </ul>	Pastoral Care and Wellbeing Coordinator	Ongoing
	<ul style="list-style-type: none"> <li>A bullying survey will be administered and acted upon twice annually.</li> </ul>	Head of Department PDHPE	Every semester
	<ul style="list-style-type: none"> <li>Each classroom teacher to clarify at the start of each year the College policy on bullying</li> </ul>	Heads of School	Staff PD day in January of each year- annual policy briefing
	<ul style="list-style-type: none"> <li>The PDHPE curriculum to include anti-bullying messages and strategies. Students to promote the philosophy of 'No Put Downs'.</li> </ul>	HOD PDHPE	Ongoing
	<ul style="list-style-type: none"> <li>Structured activities available to students at recess and lunchbreaks.</li> </ul>	Heads of School HOD Stage coordinators	Ongoing

<p><b>Early Intervention</b></p>	<ul style="list-style-type: none"> <li>• Promote children and staff reporting bullying incidents involving themselves or others.</li> <li>• Classroom teachers, Heads of Schools, Heads of department, coordinators and CEO/Principal on a regular basis reminding students and staff to report incidents of bullying.</li> <li>• Parents encouraged contacting College if they become aware of a problem.</li> <li>• Public recognition and reward for positive</li> </ul>	<p>Pastoral Care and well being department/ coordinator</p> <p>CEO/Principal Classroom teachers Heads of Schools Heads of department coordinators</p>	<p>Daily</p> <p>Daily</p> <p>Ongoing</p> <p>Ongoing and daily School assemblies</p>
<p><b>Intervention</b></p>	<ul style="list-style-type: none"> <li>• Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.</li> <li>• Students and staff identified by others as bullies will be informed of allegations</li> <li>• Both bullies and victims will be offered counselling and support.</li> <li>• If student bullying persists parents will be contacted and consequences implemented consistent with the College's Discipline Policy.</li> <li>• If staff bullying persists the CEO/Principal will commence formal disciplinary action.</li> </ul>	<p>Stage coordinators</p> <p>Pastoral Care and well-being coordinator</p> <p>In relation to staff- CEO/Principal In relation to students- stage coordinators / pastoral care and well being coordinator Stage coordinators Pastoral care and well-being coordinator</p> <p>CEO/Principal</p>	<p>Timeframe will be assessed and determined once risk assessment completed.</p> <p>As above.</p> <p>Immediately</p>
<p><b>Post Violation</b></p>	<ul style="list-style-type: none"> <li>• Consequences for students will be individually based and may involve: exclusion from class exclusion from the playground College suspension withdrawal of privileges</li> <li>• Ongoing counselling from appropriate agency</li> </ul>	<p>Pastoral care and well-being coordinator Deputy Principal</p> <p>Counsellor</p>	<p>Timeframe to be assessed based on violation.</p> <p>As required</p>

	<ul style="list-style-type: none"> <li>• Reinforcement of positive behaviours</li> <li>• Climate surveys</li> <li>• Classroom Meetings</li> <li>• Support Structures</li> <li>• Ongoing monitoring of identified bullies</li> <li>• Rewards for positive behaviour</li> <li>• Consequences for staff will be individually based and may involve:  counselling a period of monitoring a formal support group disciplinary</li> </ul>	<p>Teachers</p> <p>Pastoral care well-being coordinator</p> <p>Teacher</p> <p>HOD</p> <p>Pastoral care well-being coordinator</p> <p>Teachers</p> <p>CEO/Principal</p>	<p>Daily</p> <p>1 per semester</p> <p>as required</p> <p>ongoing in programs</p> <p>ongoing with the support of monitoring card</p> <p>ongoing</p> <p>As required and determined by risk assessment.</p>
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