

ANTI-BULLYING POLICY

*Last amended May 2017
Next review 2019*

Definition

- Bullying is repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons.
- Bullying behaviours may include, but not limited to:
 - Physical Actions: hitting, kicking, pushing, shoving, property damage, objects thrown with an intention to inflict hurt.
 - Verbal Actions: verbal intimidation, jokes made up, comments about appearance, ridicule, rude remarks.
 - Exclusion Actions: deliberate isolation from students, ignoring, exclusion from school and out-of- school activities.
 - Social Relationship Manipulation: manipulation of friendship groups asking others to exclude, turning friends against one another.

The Role of NCS Community Members

Our first role as members of the NCS community is to recognise that every individual, as made in God's image, is to be treated with dignity and respect. Our School has had a policy on relationships in place for many years, and our Anti-Bullying Policy is simply an extension of this in that it provides further detail on how we can and should treat each other in our different roles and the responsibilities that these roles entail.

The role of the students:

If students are to fulfil their role as learners in a safe and supportive environment that truly reflects Biblical principles, they must:

- Feel safe and happy.
- Be in an environment conducive to learning.
- Be treated as a person worthy of respect.
- Know that their property is safe.

To do this, children have the responsibility to:

- Make others feel safe and happy.
- Help others learn.
- Respect other people.
- Respect and care for other people's property.

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The role of the staff:

If staff are to fulfil their role in modelling Christian lives and helping the students to learn in a safe and supportive environment that truly reflects Biblical principles, they must:

- Feel valued as a person and as a professional.
- Be allowed to teach without disruption.
- Be shown courtesy and consideration by all in the School community.
- Work in a safe, supportive environment.
- Have the support of parents and carers of the children they teach.
- Have the opportunity to carry out and evaluate a program that caters for all the children in the class.
- Have the opportunity for professional development.
- Have their property respected.

To do this, staff have the responsibility to:

- Make every effort to value others in the School community.
- Ensure that they demonstrate a professional approach to work.
- Provide a quality education program.
- Treat all in the School, whether parents, teachers or children, with care, courtesy and consideration.
- Offer support to senior staff and colleagues.
- Promote a safe, supportive environment for others.
- Regularly inform parents and carers of the program they are conducting with their children and the progress their children are making, and offer them opportunities to be involved.
- Allocate appropriate time to plan.
- Maximise opportunities for success for all children.
- Be actively involved in the resource allocation and program budgeting of the School.
- Take responsibility for their own professional development.
- Respect the property of others.

As a School, we believe that bullying is wrong and we will endeavour to consistently take actions to create a school culture that disapproves of it in all its forms and throughout all age groups within the School community.

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Provision of Information:

To do this, the School will seek to address the following areas:

- Inform students, staff and parents of what bullying behaviour is and the effects it has on its victims.
- Monitor and assess the degree of bullying happening at our School.
- Inform students with clear instructions of how to proactively and appropriately react to bullying.
- Inform parents and carers of bullying incidents with the aim of gaining their support in the counselling process for both victims and bullies.

Encourage Biblical behaviour:

Students, staff, parents and carers are required to actively assist in the prevention of bullying. This will occur through the creation of a 'whole school' culture where bullying in all its forms will not be tolerated. All members of the NCS community will be proactive in our aim to eliminate bullying whether we are the victim, bully or observer.

- **Understanding that bullying is unacceptable and has grave consequences on individuals.**
1 John 2:9; Psalm 37:8; Ephesians 4:29
- **Understanding that bullying is unacceptable and has grave consequences on Christian community.** 1 Corinthians 12:25-27
- **Acknowledging the behaviour and recognising it as bullying.**
Matthew 7:20
- **Seeking counsel from other trusted friends and staff, and committing actions to prayer.**
Proverbs 2:6
- **Speaking the truth about the incident to each other with the right attitude.**
Ephesians 4:15
- **Resisting the temptation to take revenge.**
Romans 12:19
- **Confessing the bullying and asking for forgiveness, both from God and from the victim.**
1 John 1:9; James 5:16
- **Seeking to forgive each other.**
Matthew 18:21-22; Ephesians 4:32
- **Praying for each other.**
Matthew 5:44-45
- **Endeavouring to live out God's rules.**
Matthew 22:37-39
- **Relying on God's strength for healing and restoration, and resisting future temptation.**
Exodus 15:2; 1 Corinthians 10:13

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Reviews

The following regular procedures will be a part of the life of our School.

- Yearly staff review of our Anti-Bullying Policy
- Yearly reminder to the School community, including the student body (K-Year 12), involving:
 - Teacher reinforcement of the dangers of bullying actions, their effects and proactive ways students can confidently report bullying incidents.
 - Communication on 'Bullying' to parents and carers through the Chronicle and NCS Bytes
 - Promoting via School assemblies, class discussions and other means, the 'bully free' vision for our School. The School will publicly encourage students who are positively relating to other students.
- Ensuring an efficient and 'safe' procedure for child/ren to report bullying incidents to teachers.
- Year Coordinators and Heads of School responsible for discipline need to be informed of students who have been recorded as being involved in bullying incidents. Parents and carers will also be informed if their child/ren are involved in bullying incidents. The Principal will be informed of any extreme or repeated bullying incidents.

Anti-Bullying Strategies

NCS recognises the importance to the learning process of a positive and supportive School community. Students are encouraged to respect all members of the School community and to be tolerant of individual differences. The School seeks to provide a safe environment. That goal requires both clear guidelines and a commitment from families to work in partnership with the School.

If the School is notified of an incident involving the harassment and intimidation of other persons, either at School or to and from school, and after investigation we believe it to be a valid issue, then the School will take appropriate action.

It is our intention to follow-up any notified concerns and to bring matters to a point of resolution. The School's Policy allows for the staff to make a determination about an incident based on their gathered impressions. The staff will then institute a three-stage process to resolve any issues relating to bullying, should they decide that there is an issue to address.

Outline of the three-stage process:

- **Stage One** – This is an initial warning as part of the follow-up to reported incidents. Once a student has been formally spoken to, then that student loses the right to discuss or raise the issue with any other student from the School until further notice. Parents or carers will also be informed at this stage
- **Stage Two** - If a student chooses to ignore the boundaries set in stage one, or if they become involved in a separate incident involving intimidation, harassment or bullying, then that student will be temporarily suspended from class until the matter has been resolved. The resolution process will involve meetings with parents/carers as appropriate.
- **Stage Three** - A third bullying incident, or failure to adhere to the requirements outlined in stages one and two, would give the School cause to question whether continued enrolment of the child is beneficial for the NCS community as a whole.