



Sathya Sai College

ANTI-BULLYING POLICY

This policy sets out the requirements for preventing and responding to student bullying and bullying behaviour at Sathya Sai College (SSC).

1. Policy statement

1.1

Sathya Sai College rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the college.

2. Audience and applicability

2.1

The policy applies to all student bullying behaviour, including cyberbullying that occurs within SSC, and off school premises and outside of school hours where there is a clear and close relationship between SSC and the conduct of the student.

3. Context

3.1

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

3.2

SSC exists in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all SSC staff, students, parents, caregivers and members of the wider school community.

3.3

SSC community aims to prevent bullying by modelling and promoting appropriate behaviour through the college's 5 Human Values of Love, Peace, Truth, Right Conduct and Non-Violence and encourages all SSC members to engage in respectful relationships.

3.4

The SSC Complaints Handling Policy establishes the college's approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed.

4. Responsibilities and delegations

4.1 Principals

4.1.1

Principals must ensure that SSC values are being practised and no bullying is tolerated by implementing an Anti-bullying Plan that:

- is communicated with students, school staff, parents, caregivers, and the community
- includes strategies for:
 - developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying.

- developing a statement of purpose that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
- maintaining a positive climate of respectful relationships where bullying is less likely to occur.
- developing and implementing programs for bullying prevention.
- embedding anti-bullying messages into each curriculum area and in every year.
- developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
- developing and implementing early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour.
- empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.
- developing and publicising clear procedures for reporting incidents of bullying to the school.
- responding to incidents of bullying that have been reported to the school quickly and effectively.
- providing support to any student who has been affected by, engaged in or witnessed bullying behaviour.
- providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
- identifying patterns of bullying behaviour and responding to such patterns.
- monitoring and evaluating the effectiveness of the Plan.
- reporting annually to the school community on the effectiveness of the Plan.
- includes procedures for reporting incidents involving assaults, threats, intimidation or harassment on Sentral Management System.
- includes procedures for contacting the child wellbeing unit or Community Services where appropriate.
- includes contact information for appropriate support services such as Kids Helpline.
- is promoted and widely available within the school community and published on any school website.
- is reviewed with the school community at least every three years.

4.2 School staff

4.2.1

SSC staff have a responsibility to:

- respect and support all students.

- model and promote appropriate behaviour and Human Values.
- have knowledge of SSC's policies relating to bullying behaviour.
- respond in a timely manner to incidents of bullying according to SSC's Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

4.3 Students

4.3.1

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity.
- behave as responsible digital citizens.
- follow the SSC Anti-bullying Plan.
- behave as responsible bystanders.
- report incidents of bullying according to the SSC Anti-bullying Plan.

4.4 Parents and caregivers

4.4.1

Parents and caregivers have a responsibility to:

- support their children to become responsible citizens and to develop responsible on-line behaviour.
- be aware of the SSC Anti-bullying Plan and assist their children in understanding bullying behaviour.
- support their children in developing positive responses to incidents of bullying consistent with the SSC Anti-bullying Plan.
- report incidents of school related bullying behaviour to SSC.
- work collaboratively with SSC to resolve incidents of bullying when they occur.

4.5 The school community

4.5.1

All members of the school community have the responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community.
- support SSC's Anti-bullying Plan through words and actions.
- work collaboratively with SSC to resolve incidents of bullying when they occur.

5. Monitoring, evaluation and reporting requirements

5.1

Principals are responsible for:

- implementing the policy within the school.
- submitting a copy of the SSC's Anti-bullying Plan to the College Governing body whenever it is reviewed.
- reporting annually to the school community on the effectiveness of SSC's Anti-bullying Plan.

6. Contact

Cal Atkins, Principal – Sathya Sai College, (02) 6670 8800

Sathya Sai College Anti – Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Wellbeing Roadmap* and the *Anti-bullying Policy* of Sathya Sai College

Sathya Sai College is committed to maintaining an environment that values the inherent worth

Bullying

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those involved including bystanders.

Conflict or fights between equals or single incidents are not defined as bullying.

Bullying behaviour can be:

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The term "bullying" has a specific meaning. The school's Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

School staff have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school's Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

- support their children to become responsible citizens and to develop responsible online behaviour
 - be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
 - support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
 - report incidents of school related bullying behaviour to the school
 - work collaboratively with the school to resolve incidents of bullying when they occur.
- All members of the school community** have a responsibility to:
- model and promote positive relationships that respect and accept individual differences and diversity within the school community
 - support the school's Anti-bullying Plan through words and actions
 - work collaboratively with the school to resolve incidents of bullying when they occur.

and dignity of every individual; fosters tolerance, sensitivity, understanding and mutual respect; and encourages all members of the School community to strive to reach their full potential.

Statement of purpose

At Sathya Sai College we promote positive relationships that respect and accept individual differences and diversity within the whole school community. We actively work together with the community to foster a safe, supportive learning/working environment where bullying is not tolerated. Positive relationships are also promoted and maintained through effective classroom and playground education in the 5 Human Values of Love, Peace, Truth, Right Conduct and Non-Violence. Our Anti-Bullying policy aims to deal effectively with and prevent incidences of bullying through the provision of our Human Values lessons, positive prevention strategies and support for reporting and managing all forms of interactions that are not acceptable in the school environment.

Through these measures we aim to achieve:

- an increase in the number of students who report bullying behaviour

- a reduction in the number of incidents involving bullying behaviour
- better performance in school work

Protection

Definition:

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals or single incidents **are not defined as bullying.**

Different types of bullying may be

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking other's belongings/stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation - making someone do something they don't want to do

Verbal:

- Threatening
- Name calling/teasing
- Swearing at others
- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

Indirect:

- Spreading rumours

- Excluding others
- Writing notes
- Choosing not to tell if you see another person being bullied

Cyber Bullying:

- Sending of abusive texts or emails
- Taking and sharing unflattering or private images
- Posting unkind messages or inappropriate images on social networking sites
- **Excluding** individuals **from online chats or other communication**
- Assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others
- Repeatedly and for no strategic reasons, attacking players in online gaming
- Stealing passwords
- Blogs
- Web sites

Staff's Responsibilities

- To model appropriate behaviour and the Human Values at all times
- To monitor and track incidences of bullying and respond in an appropriate and timely manner (within 48 hours)
- To communicate any bullying behavior to the SSC Wellbeing Coordinator
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidences with parents when needed

Parent's Responsibilities

- To be aware of and support the school's Anti-Bullying Policy
- To support their children to become responsible citizens and to develop responsible on-line behavior
- To take an active role in their child's school life and watch for signs that their child may be being bullied
- To support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying plan
- To instruct their child to 'tell' if they are bullied
- To work collaboratively with the school to resolve incidents of bullying when they occur.

Student's Responsibilities

- To behave appropriately at all times and practice the 5 Human Values

- To show consideration and respect and to support others
- To 'tell' if they are being bullied or if they see someone being bullied – both at school and on the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents as outlined in the Education in Human Values Program

Prevention

Through implementation of the school rules and expectations the school will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur. This includes:

Preventative Strategies:

- Education and promotion of the school's Anti- Bullying Policy.
- Explicit teaching & modelling of positive behaviours that reflect school expectations and Human Values
- Productive and respectful relationships established between all members of the school community.
- Classroom rules, routines and processes negotiated and applied consistently.
- Adequate supervision of students during breaks on playground and classrooms
- Active intervention when bullying occurs.
- Treating all others with dignity and respect
- Clearly defined and articulated consequences for non-compliant, inappropriate and/or bullying behaviour as defined in the discipline roadmap.

Strategies to Deal with bullying:

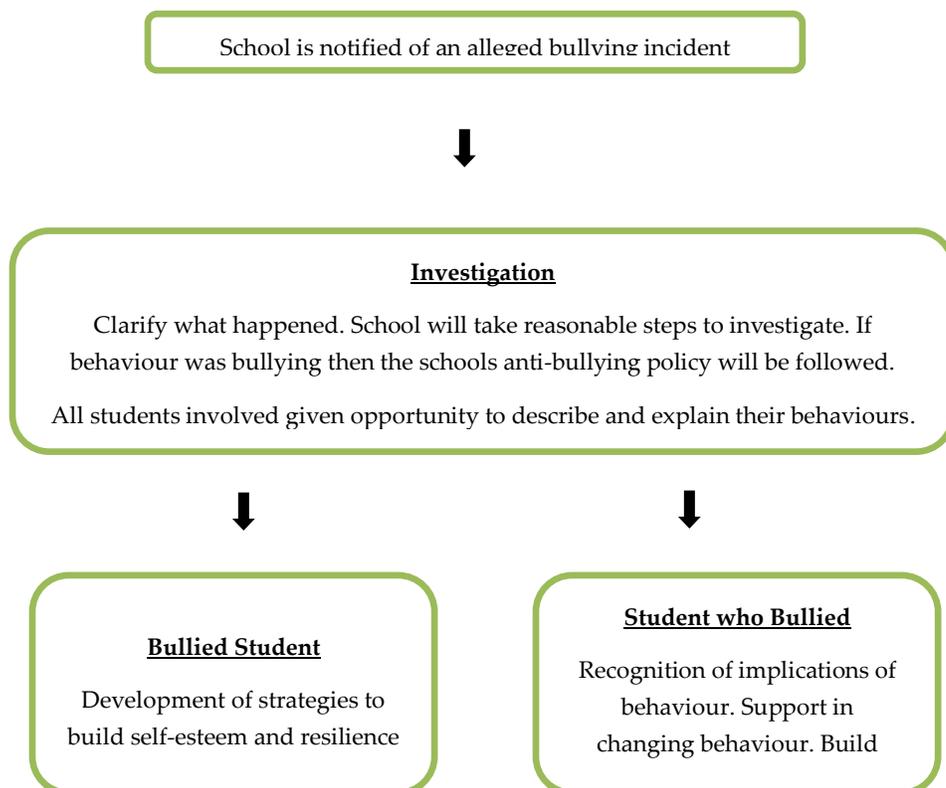
- Reported cases can be dealt with in several ways. It is recognised, however, that each case is different and may require an individual, case by case approach. In all cases it is important to ensure:
 - That victims are believed and made to feel safe and supported
 - Restorative Practices
 - Monitored by the Wellbeing Committee
 - Incidences kept on the School Data base (Sentral)
 - Parents and school staff work collaboratively together

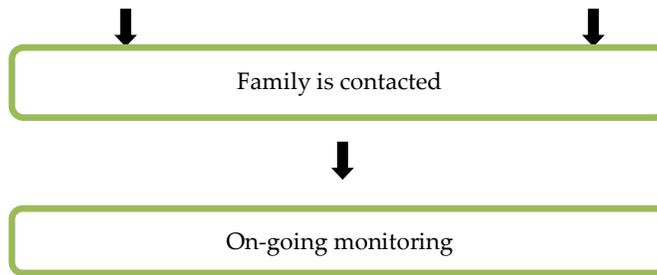
Early Intervention

Some students are identified as being at risk of bullying or developing long-term difficulties with social relationships. Some students are also identified as using bullying behavior. Where it is anticipated that a student may be at risk of becoming either a victim or perpetrator of bullying behaviour, the following measures will be taken:

- Referral to Wellbeing Committee
 - Using social skills programs
 - Find things the students are good at and celebrate their successes
 - Promote leadership within the school amongst the students
 - Using Mediation and Silent sitting to assist with small problems
 - Development of action plans on how to cope with difficult situations e.g. "The 5 Steps"
1. Look the person in the eye
 2. Say their name
 3. Say "Stop it"
 4. Say "I don't like it when..."
 5. Walk away

Response





- Incidences of bullying are required to be reported immediately to any teacher, Wellbeing Coordinator or Principal by students and/or parents. Any bullying incidences reported will be investigated and recorded by the Wellbeing Coordinator or Principal. Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's School Anti-bullying Plan and in accordance with the Sathya Sai College Discipline Roadmap.

- Children involved speak with Wellbeing Coordinator or Principal about the incident.
- If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour support plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their personal account blocked for a period determined by the Principal - subsequent consequences for this behaviour determined in line with the school's discipline roadmap.
- Inform other staff of the incident.
- Monitor the behaviour of the children involved.
- If aggression is repeated, the Principal will meet with the student's parents.
- If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students.
- If bullying behaviour does not stop, student may be suspended as per the school's discipline roadmap.
- Victims of bullying will have access to School Chaplin for support if the need exists or the student so requests it.

Reporting Instances of Cyber-bullying:

- If students are being harassed online, they are encouraged to take the following actions immediately:
- Tell an adult you trust. This can be a teacher, parent, older sibling or grandparent – someone who can help you to do something about it. Leave the area or stop the activity.
- Block the sender's messages. If you are being bullied through e- mail or instant messaging, block the sender's messages. Never reply to harassing messages.
- Keep a record. Save any harassing messages and record the time and date that you received them.
- Advise your Service Provider. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber-bullying over their networks, or help you track down the appropriate service provider to respond to.
- Report to police. If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Additional Information

AIS NSW – (02) 9299 2845

Police – Murwillumbah (02) 6672 9499

Police – Tweed Heads (07) 5536 0999

FACS Helpline – 132 111

Lifeline – 131 114

Kids Help Line – 1800 551 800

Mental Health Crisis Line – 1300 569 968

