SATHYA SAI COLLEGE

"Character Development with Academic Excellence"

ANTI BULLYING POLICY

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Preface

Sathya Sai College, Ltd. is hereby referred to as the 'School'. In this Policy 'Principal' refers to the Principal and/or Deputy Principal and/or Business Manager.

The Schools policies are made in accordance with NESA requirements as per 'Registered and Accredited Individual Non-government Schools (NSW) Manual: November 2022'.

1. Policy statement

This policy sets out the requirements for preventing and responding to student bullying and bullying behaviour at the School.

The School 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

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

The School 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 School staff, students, parents, caregivers and members of the wider school community.

3.3

The School 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 School members to engage in respectful relationships.

3.4

The School's Complaints Handling Policy establishes the school'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

Principals must ensure that the School's 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, the Police Liaison Officer or Community Services where appropriate.
- includes contact information for appropriate support services such as the- Tweed Byron Police Liaison Officer (07 55069435), Kids Helpline (1800 551800).
- 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

School staff have a responsibility to:

- respect and support all students.
- model and promote appropriate behaviour and Human Values.
- have knowledge of the School'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

Students have a responsibility to:

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

4.4 Parents and caregivers

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 School's 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's 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.

4.5 The school community

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 the School's Anti-bullying Plan through words and actions.
- work collaboratively with the School to resolve incidents of bullying when they occur.

5. Monitoring, evaluation and reporting requirements

Principals are responsible for:

- ensuring the implementation of the policy within the school.
- working with the Wellbeing Coordinators to review the policy as required, but no longer than 3 years.
- submitting a copy of the School's Anti-bullying Plan to the School Board whenever it is reviewed.

6. Contact

Principal – Sathya Sai College, (02) 6670 8800

7. Policy Administration

The policy will be reviewed every three years, or in the event of any information or incident that indicates the need for review, or following any legislative or organisational change.

Anti Bullying Policy	
Policy Version	Version 5
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Date of last review	March 2023
Date of next review	Any changes to NESA requirements or Legal obligations or within 3 years,
Approved by Principal	9/3/2023