

ANTI-BULLYING POLICY

1.0 PURPOSE

The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur at Radiant Life College (RLC).

2.0 SCOPE

This strategy applies to students and employees (full-time, part-time, permanent, fixed term and casual), contractors, volunteers and people undertaking work experience or vocational placements.

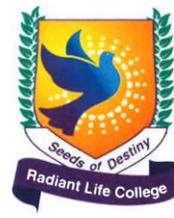
3.0 DEFINITIONS

Bullying is systematic and repeated oppression, psychological or physical, of a less powerful person by a more powerful person and occurs when someone, or a group of people, upset or create a risk to another person's health and safety, or their property, reputation or social acceptance. Bullying involves a desire to hurt plus

- hurtful action
- a power imbalance
- (typically) repetition
- an unjust use of power
- evident enjoyment by the aggressor and
- a sense of being oppressed/dominated on the part of the victim

There are five broad categories of bullying:

- 1) **Physical bullying:** hitting, tripping, and pushing or damaging property. Repeated and intentionally damaging someone's belongings is also physical bullying.
- 2) **Verbal bullying:** name calling, insults, homophobic or racist remarks, verbal abuse.
- 3) **Covert bullying:** this is harder to recognise and often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation. Covert bullying includes:
 - lying and spreading rumours
 - playing nasty jokes to embarrass and humiliate
 - provoking a food-allergic reaction
 - mimicking - tone of voice or a specific student's accent
 - encouraging others to socially exclude someone
 - damaging someone's social reputation and social acceptance
 - being a bystander and not reporting a bullying incident
- 4) **Psychological bullying:** threatening, manipulating or stalking someone
- 5) **Cyber-bullying:** which involves the use of email, text messages, social networking sites or chat rooms to bully verbally, socially or psychologically. Cyber-bullying, or e-bullying, is a reasonably recent type of bullying which involves the use of information and communication technologies such as email, (mobile) phone and text messages, instant messaging (SMS), chat rooms and video internet sites, e.g. YouTube.



It can be particularly harmful because it can happen anywhere and at any time and result in young people who are the victims of cyber-bullying having no place where they feel safe.

If the bullying is of a threatening nature, then it obviously becomes a legal issue. The College will assist parents and students in reporting this matter to the Police. If bullying amounts to harm as referred to in the College's Child Protection Policy, then the matter must be dealt with under the Child Protection Policy.

What bullying is not

Bullying is different from ordinary teasing, rough-and-tumble or school yard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between the students involved. In formulating an effective approach to dealing with bullying it is helpful to note what bullying is not.

Bullying is not:

- a) **Mutual conflict:** where there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.
- b) **Social rejection or dislike:** it is not feasible to think that every student must like every other student. Not desiring to play with a child or not inviting someone to a birthday party is not bullying, provided social rejection is not directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- c) **Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation:** a single episode of nastiness, physical aggression, verbal abuse or an occasional push or shove is not bullying, neither is nastiness or physical aggression directed towards many different students.

The difference is that bullying is, by definition, action that happens on more than one occasion. However, since schools have a duty of care to provide a student with a safe and supportive school environment, single episodes of nastiness or physical aggression should not be ignored or condoned. Resolution of these issues are a matter of urgency and reportable by staff.

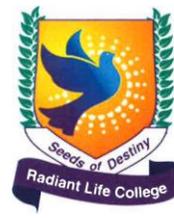
4.0 POLICY STATEMENT

RLC is committed to preventing students from bullying and to respond appropriately when bullying does occur. RLC implement the following actions:

- raise awareness of the school community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the school
- develop and promote effective social skills and positive relationships amongst students

To respond appropriately to any incidences of bullying, RLC:

- develop an appropriate mechanism for students and parents to report bullying;
- educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to report all incidences of bullying
- educate employees on how to appropriately respond to reports of bullying
- investigate and act upon all reports of bullying
- take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures



The RLC Bullying Reporting and Response Procedure explains the reporting mechanism for students and parents, and details how employees are to respond to reports. All reports are investigated and acted upon, with appropriate support and consequences implemented.

RLC implements this policy to ensure that students and staff feel safe from bullying in all its forms. The policy sets out the requirements for dealing with bullying. The basic beliefs underlying the policy are:

1. Every individual has value in a community.
2. Every individual has the right to feel safe from bullying or harassment in all its forms.
3. Every individual in a community is responsible for the safety of other individuals in that community.
4. Every individual in a community is responsible for ensuring that other individuals in that community can reach their potential in a supportive and non-threatening environment.
5. Every conflict can be resolved. Victims and bullies both need help to solve conflict through:
 - a. acknowledging inappropriate behaviour
 - b. taking responsibility for their behaviour
 - c. the correction of any inappropriate behaviour
 - d. an apology/forgiveness process
6. Failure of offending bullies to modify and correct their inappropriate behaviour will result in their exclusion from the College.

5.0 RESPONSIBILITIES

5.1 College Responsibilities

RLC acknowledges its responsibility to:

- raise awareness of bullying and how the school will respond to it
- act to help prevent bullying
- implement a reporting mechanism for students and parents
- educate students and parents on how to respond to bullying and how to report it
- educate employees on how to appropriately respond to bullying
- investigate and act upon all reports of bullying, including providing appropriate support and consequences

5.2 Employee Responsibilities

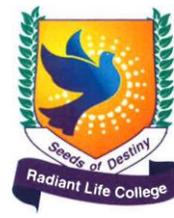
RLC employees have a responsibility to:

- uphold and consistently apply this Policy
- respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with the Bullying Reporting and Response Procedures and Behaviour Management Policy.

5.3 Parent Responsibilities

RLC parents have a responsibility to:

- encourage their child not to bully others
- encourage their child to report bullying to themselves or others
- encourage their child to take steps to stop bullying as directed under Policy, Bullying Reporting and Response Procedures and Behaviour Management Policy.



5.4 Student Responsibilities

RLC students have a responsibility to:

- not engage in bullying behaviour towards others
- report bullying occurring to them or others
- take steps to stop bullying as directed under this policy, Bullying Reporting and Response Procedures and Behaviour Management Policy

6.0 COMPLIANCE & MONITORING

The College keeps central records of all reported incidents of bullying. These records are analysed on a regular basis to ascertain major areas where bullying occurs, sex and age of victims and bullies, and strategies which have been successful. A review of the college's policy is undertaken every 24 months, considering this annual data.

The College attempts to minimise bullying situations appropriately and it is important that incidents are reported quickly. Minimisation of bullying is also assisted if students who observe bullying do not act according to a 'code of silence' or some sort of 'no dobbing' policy. It is important that all reported incidents are dealt with within 24 hours, where possible.

7.0 REFERENCES & LEGISLATION

Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)
Australian Education Act 2013 (Cth)
Australian Education Regulations 2013 (Cth)

Status	Approved	Authorised by	Radiant Life Education Ltd
Supersedes	V1.2	Reviewed	Annually