



# Anti Bullying Policy

St Mark's Coptic Orthodox College

**Definition:**

- Bullying is the deliberate intention to harm someone who does not have the power to stop

- it.
- Bullying, harassment or any form of discrimination, is immoral and can be unlawful because it interferes with the right of a person to feel safe and valued as a member of a community.
  - Bullying takes many forms. It can include but not limited to:
    - o Face-to-face such as fighting, pushing, taunting, insulting, embarrassing, intimidating and invading personal space, AND Behind-the-back such as writing threatening or offensive messages, sending distressing emails and writing anonymous notes that are hurtful.
    - o Done individually such as a person mocking or teasing someone, AND It can be done as a group by such means as social exclusion or hate group recruitment.
    - o Sexual harassment which involves behaviours such as unwanted sexual touching, inappropriate joking, exposure, making sexual advances or demeaning someone due to their sexual orientation, AND Racial harassment which involves behaviours such as social exclusion, teasing and harassment

### **Rationale:**

The College will provide a positive culture where bullying is not accepted, and in doing so, everyone 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 should be alert to signs, symptoms 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 co-operation at all times.

### **Implementation:**

- Parents, teachers, students and the community will be aware of the College's position on bullying, through the College diary, website and various letters and information evenings.
- The College will adopt a four-phase approach to bullying.

#### **A. Primary Prevention:**

- Professional development for staff relating to bullying, harassment and proven counter measures. This will be offered to staff throughout various staff meetings

and presented by the House Patrons and Deputy Head of College.

- Community awareness and input relating to bullying, its characteristics and the College's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. – Pastoral Care lessons.
- To clarify to all staff at the start of each year the College policy on bullying. Deputy Head of College will include this as part of the staff handbook and code of conduct information session.
- The curriculum to include anti-bullying messages and strategies eg: 'The Friendly Colleges' and 'No Blame Approach to Bullying' programs.
- Senior Student Leadership body, Student Representative Council, Peer Support delegates, staff and students to promote the philosophy of 'Anti Bullying' and RESPECT.

#### **B. Primary Prevention:**

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and Head of College on a regular basis reminding students and staff to report incidents of bullying.
- Invite Youth Liaison Officer Ms Jody Bright from Liverpool Police Station to speak to the students during pastoral care lessons.
- Parents encouraged to contact College if they become aware of a problem. ● Public recognition and reward for positive behaviour and resolution of problems. ● All students will be given access to the College counsellor two days a week. ● College Executive will be made aware of all incidents of bullying.

#### **C. Intervention:**

- Once identified, each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented. ● Students and staff identified by others as bullies will be informed of allegations. ● Both bullies and victims will be offered counselling and support. ● If student bullying persists parents will be contacted and consequences implemented consistent with the College's Student Code of Conduct. ● If staff bullying persists the Head of College will commence formal disciplinary action.

#### **D. Post Violation:**

- Consequences for students will be individually based and may involve:- - withdrawal from class.
  - withdrawal from yard.
  - detention
  - College suspension.
  - withdrawal of privileges.
  - student enrolment may be withdrawn

- ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:-
  - counselling
  - a period of monitoring
  - a formal support group
  - disciplinary actions

All illegal actions including the use of a weapon, sexual assault and inappropriate content being placed or sent via technology will be reported to the Student Liaison officer Mrs Jody Bright for further action/advice. [38159@police.nsw.gov.au](mailto:38159@police.nsw.gov.au)

**Evaluation:**

This policy will be reviewed with whole staff, student, parent and community input as part of the College's annual review cycle.

**Purpose**

**Scope**

**Guiding Principles**

**Strategies**

**Roles and Responsibilities**

**Policy Review**

This plan will be reviewed annually or upon changes to legislation, best practice guidelines, or significant school structural changes.

<b>Authorised By</b>	
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<b>Head of Primary: Silvia Nada</b>	Date: / /20
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