



Anti Bullying Policy

St Mark's Coptic Orthodox College

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.

Definition

Bullying is the repeated, 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:
 - Physical and verbal (Face-to-face) such as fighting, pushing, taunting, insulting, embarrassing, intimidating and invading personal space
 - Written and Indirect such as writing threatening or offensive messages, sending distressing emails and writing anonymous notes that are hurtful.
 - Social and relational: 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.
 - Cyberbullying: Online harassment, abusive text messaging, misusing social media platforms, or exclusion in digital environments.
 - Discriminatory Harassment: Sexual harassment (unwanted touching, inappropriate joking, advances) and racial harassment (teasing, exclusion based on ethnic or cultural background).

Legislative Framework

- Education Act 1990 (NSW)
- Children and Young Persons (Care and Protection) Act 1998 (NSW)
- Child Protection (Working with Children) Act 2012 (NSW)
- Crimes Act 1900 (NSW)
- Anti-Discrimination Act 1977 (NSW)
- Online Safety Act 2021 (Cth)
- Disability Discrimination Act 1992 (Cth) & Disability Standards for Education 2005
- Privacy Act 1988 (Cth) & Privacy and Personal Information Protection Act 1998 (NSW)

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 comprehensive framework aligned with NESA guidelines structured around four pillars: Preventing, Responding, Partnering and Implementing.

Preventing:

- 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.

Responding:

- Upon receiving a report of bullying, the College will immediately assess the urgency and initiate action, support planning, and initial contact with affected parties within two (2) school days.
- 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 at Liverpool Police Station to speak to the students during pastoral care lessons.
- Parents are 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.
- The College Executive will be made aware of all incidents of bullying.
- 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.
- 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 agencies 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

Image-Based Abuse and Misuse of Digital Content

The College strictly prohibits the creation, possession, distribution, publication, or sharing of any image, video, or digitally altered material that depicts an individual in a sexually explicit, degrading, or otherwise inappropriate manner without their consent.

This prohibition applies to all forms of content, including material that has been artificially generated, manipulated, or altered using digital tools or artificial intelligence technologies (commonly referred to as “deepfake” content).

Any use of technology — including AI tools — to create, modify, or distribute images that misrepresent, exploit, harass, intimidate, or cause harm to another person may constitute serious misconduct and may also constitute a criminal offence under applicable legislation.

Such conduct will be treated as a serious breach of College policy and may result in disciplinary action, including suspension or expulsion, and referral to relevant authorities where required.

Cyberbullying and Off-Campus Digital Misconduct Cyberbullying involves the use of technology—including social media, messaging applications, emails, online gaming, and digital forums—to harass, intimidate, humiliate, or exclude others.

The College reserves the right to apply this policy and take disciplinary action regarding online or off-campus cyberbullying where there is a clear nexus to the College community, or where the behavior impacts the safety, well-being, or learning environment of students or staff at school.

Partnering:

St Mark's Coptic Orthodox College recognizes that a safe and supportive school environment requires active collaboration between the College, parents, carers, and the broader community.

- **Community Communication:** Parents, teachers, students, and the wider community will be kept informed of the College's position on bullying through the College diary, school website, informational letters, and dedicated parent information evenings.
- **Open Channels of Communication:** Parents and carers are actively encouraged to contact the College immediately if they become aware of a bullying problem or notice changes in their child's behavior.
- **Collaborative Resolution:** The College will actively seek parental, caregiver, and peer-group support and cooperation at all times when resolving bullying incidents and implementing support strategies.
- **External Partnerships:** The College maintains relationships with external support services, including local youth liaison police officers and counseling agencies, to provide educational presentations and targeted support where required.

Implementing:

The implementation, monitoring, and regular evaluation of this policy ensure that the College maintains a transparent, legally compliant, and effective anti-bullying strategy.

- **Staff Accountability:** The College Executive will be made aware of all recorded incidents of bullying. The Deputy Head of College is responsible for ensuring this policy is embedded in the staff handbook and reviewed during annual staff Code of Conduct induction sessions.
- **Procedural Fairness:** All investigations, interventions, and disciplinary actions resulting from a breach of this policy will be conducted in strict accordance with the principles of procedural fairness. The College explicitly prohibits the use of corporal punishment in any form as part of its disciplinary framework.

- **Public Accessibility:** To maintain transparency and comply with NESA regulatory standards, this policy is published publicly on the St Mark's Coptic Orthodox College website and is accessible to all members of the community.

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.

Record Keeping

All records of reports, investigations, and outcomes are retained securely in accordance with NSW Privacy and Child Protection Record keeping requirements.

Policy Review

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

Authorised By	
Head of College: Anthony Deans	Date: 06 / 04 / 2026
Next Review Date:	Date: 04 / 2027
Last Update:	
Version Control:	Number: v2_
Location:	Policies and Procedures Drive -> Policies -> 01 Child Protection and Student Welfare