Illawarra Christian School
Anti-Bullying Policy

BIBLICAL BASIS

Proverbs 15:18

18 A hot-tempered man stirs up dissension, but a patient man calms a quarrel.

Matthew 7:12

"In everything, therefore, treat people the same way you want them to treat you, for this is the Law and the Prophets."

Romans 12:9-21

9 Love must be sincere. Hate what is evil; cling to what is good. 10 Be devoted to one another in brotherly love. Honour one another above yourselves. 11 Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. 12 Be joyful in hope, patient in affliction, faithful in prayer. 13 Share with God's people who are in need. Practice hospitality. 14 Bless those who persecute you; bless and do not curse. 15 Rejoice with those who rejoice; mourn with those who mourn. 16 Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. 17 Do not be conceited. 18 Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody. 19 If it is possible, as far as it depends on you, live at peace with everyone. 20 If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head." 21 Do not be overcome by evil, but overcome evil with good.

1 Peter 5:1-4

1 To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: 2 Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; 3 not lording it over those entrusted to you, but being examples to the flock. 4 And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

POLICY

Love is clearly taught as the manner in which we are to relate to one another. This is ‘agape’ love or God’s love and has the characteristics of respect, self-sacrifice, honour and forgiveness. At Illawarra Christian School (ICS) we expect students and staff to display these characteristics and to live in harmony with one another. Bullying behaviour is clearly not acceptable. The two main biblical issues concerned with bullying are: the way others should be treated; and handling a grievance. Grievances will be dealt with as per the “Resolution of Issues” Policy.
What is bullying?¹

Bullying is repeated verbal, non-verbal and/or physical attacks on a person by another person or group. It is intended to hurt, frighten, embarrass, humiliate, anger and cause discomfort. It is deliberate.

Examples of bullying behaviours include:

- hitting, punching, jostling, pushing or spitting.
- threats.
- hiding, damaging or destroying property.
- using names offensive to you or abusive language.
- sexual abuse, including making suggestive comments, touching or grabbing.
- making insulting comments about another’s culture, gender, religious or social background.
- putting a person down about his or her body, abilities or achievements.
- writing graffiti about others, including writing crude notes or making crude drawings.
- insulting or spreading rumours about people or their families.
- deliberate exclusion in order to hurt, frighten, embarrass or humiliate.
- causing another student to be afraid at school or on the way to or from school.
- offensive gestures, sounds, sarcastic laughter or derogatory looks.
- nasty electronic messages (eg. telephone calls, SMS, emails, Facebook or Twitter) which which cause annoyance.

In general usage the terms ‘harassment’ and ‘bullying’ are used synonymously. In the educational environment, however, ‘bullying’ is the term understood and used by students, staff and parents to describe the above behaviour. Throughout this document the term ‘bullying’ will be used exclusively.

The Effects of Bullying

At the Illawarra Christian School, bullying will not be tolerated. We have an expectation of RESPECT for all, whether they are students, staff, parents or visitors. We expect every member of the school, from the youngest to the oldest student and all our staff, both to give and receive respect.

Everyone has the right to feel safe at all times.

Our goal is for a school community where people feel happy, safe and valued. The Bullying Policy must apply if any intimidation, actual or perceived, is occurring or impacting during school hours.

What can be done?

All the writers on bullying agree that we must bring it out into the open. Shown below is the Action Plan that will be followed at ICS in the reporting, dealing with and prevention of bullying.

¹ See Appendix A
PRELIMINARY INVESTIGATION
(Within 1 school day of complaint)
- If bullying is reported to non-educational staff, it is referred to the appropriate class or roll teacher.
- Teacher commences collecting statements from:
  - Target
  - Accused
  - Witnesses
- Teacher initiates incident report.
- Teacher checks with co-ordinator regarding accused student’s history

FALSE ACCUSATION
(Teacher)
- Meeting to discuss situation with complainant, accused, witnesses
- First incidence:
  - Acknowledgement of wrong & apology where appropriate.
  - Consequence - detention
  - Parents of complainant are informed, where appropriate.
  - Incident report is finalised and passed to co-ordinator.
- Second incidence:
  - Teacher reports incident and passes statements and incident report to appropriate co-ordinator.
  - Action - see below.

ADMISSION OF BULLYING
(Teacher)
- Parents of all parties are informed that an investigation is in progress.
- Meeting to discuss situation with target, accused, witnesses
- First incidence:
  - Acknowledgement of wrong & apology where appropriate.
  - Consequence - detention
  - Parents of both parties informed of outcome.
  - Incident report is finalised by teacher and passed to co-ordinator.
- Second or long-standing incidence:
  - Teacher reports incident and passes statements and incident report to appropriate co-ordinator.
  - Action - see below.

DENIAL OF BULLYING
(Teacher)
- Teacher reports incident and passes statements and incident report to appropriate co-ordinator.
- Action - see below

FURTHER ACTION
(Co-ordinator in consultation with teacher)
- Co-ordinator receives incident report from teacher.
- Co-ordinator interviews
  - Target
  - Accused
  - Witnesses
- Acknowledgement of wrong & apology where appropriate.
- School social arrangements for target and perpetrator/s to be set in place (including date on which this concludes)
- Consequences (consideration should be given to the nature, frequency, extent and longevity of the bullying behaviour):
  - Afternoon detention
  - Exclusion from class/ school activities (in consultation with Principal).
  - In-school suspension (in consultation with Principal).
  - Expulsion (in consultation with Principal).
- Counselling of all parties, individually, by counsellor.
- Support is offered through outside agencies such as Police Liaison Officer through Lake Illawarra Police Station (42325599)
- Parents of both parties are informed of outcome for both complainant and perpetrator.
- Incident report is finalised by co-ordinator, and retained by them for future reference.

FOLLOW UP
(Co-ordinator)
- Interviews with target after 2 days, 1 week and 2 weeks
- If recurrence of bullying behaviour - recommence process.
References


**Appendix A - Research**

Bullying is the most constant and systematic form of violence in Australian schools.

It robs students of the opportunity to fully participate in the academic curriculum being offered, or to enter into the social arena with confidence and a sense of positive interaction with their peers and others. School, for these students, is an unsafe environment where they face the torment and ridicule of others on a regular basis. The personal damage experienced can be physical, emotional, social, spiritual and/or intellectual. The cost to the lives of these students and to society can be devastating if successful intervention does not occur. Students who are bullied, if left unsupported and unvalued, may carry their low sense of self-worth and well-being with them as they develop and grow. The possible downward spiral of their loss of potential in all its forms is immeasurable.

Bullying may result in depression and difficulty forming healthy and supportive relationships into their adult years.
Appendix B – Additional Biblical Passages

Psalm 15
O LORD, who may abide in Your tent?
Who may dwell on Your holy hill?
He who walks with integrity, and works righteousness,
And speaks truth in his heart.
He does not slander with his tongue,
Nor does evil to his neighbour,
Nor takes up a reproach against his friend;
In whose eyes a reprobate is despised,
But who honours those who fear the LORD;
He swears to his own hurt and does not change;
He does not put out his money at interest,
Nor does he take a bribe against the innocent.
He who does these things will never be shaken

Psalm 51
For I know my transgressions,
And my sin is ever before me.
Against You, You only, I have sinned
And done what is evil in Your sight,
So that You are justified when You speak
And blameless when You judge.

Proverbs 6:15-19
There are six things which the LORD hates,
Yes, seven which are an abomination to Him:
Haughty eyes, a lying tongue,
And hands that shed innocent blood,
A heart that devises wicked plans,
Feet that run rapidly to evil,
A false witness who utters lies,
And one who spreads strife among brothers.

**Proverbs 16:32**

He who is slow to anger is better than the mighty,
And he who rules his spirit, than he who captures a city.

**Proverbs 18:6-9**

A fool’s lips bring strife,
And his mouth calls for blows.
A fool’s mouth is his ruin,
And his lips are the snare of his soul.
The words of a whisperer are like dainty morsels,
And they go down into the innermost parts of the body.
He also who is slack in his work
Is brother to him who destroys.

**Matthew 7:2-5**

“Do not judge so that you will not be judged. For in the way you judge, you will be judged; and by your standard of measure, it will be measured to you. Why do you look at the speck that is in your brother’s eye, but do not notice the log that is in your own eye? Or how can you say to your brother, ‘Let me take the speck out of your eye,’ and behold, the log is in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother’s eye.”

**Mark 9:35**

Sitting down, He called the twelve and said to them, “If anyone wants to be first, he shall be last of all and servant of all.”

**Mark 9:50**

“Salt is good; but if the salt becomes unsalty, with what will you make it salty again? Have salt in yourselves, and be at peace with one another.”

**Mark 10:42-45**

Calling them to Himself, Jesus said to them, “You know that those who are recognized as rulers of the Gentiles lord it over them; and their great men exercise authority over them. But it is not this way among you, but whoever wishes to become great among you shall be your servant; and whoever wishes to be first among you shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.”

“But I say to you who hear, love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you. Whoever hits you on the cheek, offer him the other also; and whoever takes away your coat, do not withhold your shirt from him either. Give to everyone who asks of you, and whoever takes away what is yours, do not demand it back. Treat others the same way you want them to treat you. If you love those who love you, what credit is that to you? For even sinners love those who love them. If you do good to those who do good to you, what credit is that to you? For even sinners do the same. If you lend to those from whom you expect to receive, what credit is that to you? Even sinners lend to sinners in order to receive back the same amount. But love your enemies, and do good, and lend, expecting nothing in return; and your reward will be great, and you will be sons of the Most High; for He Himself is kind to ungrateful and evil men. Be merciful, just as your Father is merciful. Do not judge, and you will not be judged; and do not condemn, and you will not be condemned; pardon, and you will be pardoned.

Luke 14:11

“For everyone who exalts himself will be humbled, and he who humbles himself will be exalted.”

Luke 17:4

“And if he sins against you seven times a day, and returns to you seven times, saying, 'I repent,' forgive him.”

Acts 3:19

“Therefore repent and return, so that your sins may be wiped away, in order that times of refreshing may come from the presence of the Lord”

Romans 1:28-32

And just as they did not see fit to acknowledge God any longer, God gave them over to a depraved mind, to do those things which are not proper, being filled with all unrighteousness, wickedness, greed, evil; full of envy, murder, strife, deceit, malice; they are gossips, slanderers, haters of God, insolent, arrogant, boastful, inventors of evil, disobedient to parents, without understanding, untrustworthy, unloving, unmerciful; and although they know the ordinance of God, that those who practice such things are worthy of death, they not only do the same, but also give hearty approval to those who practice them.

Romans 13:5-10

Every person is to be in subjection to the governing authorities. For there is no authority except from God, and those which exist are established by God. Therefore whoever resists authority has opposed the ordinance of God; and they who have opposed will receive condemnation upon themselves. For rulers are not a cause of fear for good behaviour, but for evil. Do you want to have no fear of authority? Do what is good and you will have praise from the same; for it is a minister of God to you for good. But if you do what is evil, be afraid; for it does not bear the sword for nothing; for it is a minister of God, an avenger who brings wrath on the one who practices evil … Owe nothing to anyone except to love one another; for he who loves
his neighbour has fulfilled the law. For this, “YOU SHALL NOT COMMIT ADULTERY, YOU SHALL NOT MURDER, YOU SHALL NOT STEAL, YOU SHALL NOT COVET,” and if there is any other commandment, it is summed up in this saying, “YOU SHALL LOVE YOUR NEIGHBOUR AS YOURSELF.” Love does no wrong to a neighbour; therefore love is the fulfilment of the law.

1 Corinthians 5:8

Therefore let us celebrate the feast, not with old leaven, nor with the leaven of malice and wickedness, but with the unleavened bread of sincerity and truth.

Ephesians 4:30-32

Do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. Let all bitterness and wrath and anger and clamour and slander be put away from you, along with all malice. Be kind to one another, tender-hearted, forgiving each other, just as God in Christ also has forgiven you. Be Imitators of God.

Ephesians 5:1-17

Therefore be imitators of God, as beloved children; and walk in love, just as Christ also loved you and gave Himself up for us, an offering and a sacrifice to God as a fragrant aroma. But immorality or any impurity or greed must not even be named among you, as is proper among saints; and there must be no filthiness and silly talk, or coarse jesting, which are not fitting, but rather giving of thanks. For this you know with certainty, that no immoral or impure person or covetous man, who is an idolater, has an inheritance in the kingdom of Christ and God. Let no one deceive you with empty words, for because of these things the wrath of God comes upon the sons of disobedience. Therefore do not be partakers with them; for you were formerly darkness, but now you are Light in the Lord; walk as children of Light (for the fruit of the Light consists in all goodness and righteousness and truth), trying to learn what is pleasing to the Lord. Do not participate in the unfruitful deeds of darkness, but instead even expose them; for it is disgraceful even to speak of the things which are done by them in secret. But all things become visible when they are exposed by the light, for everything that becomes visible is light. For this reason it says, “Awake, sleeper, and arise from the dead, and Christ will shine on you.” Therefore be careful how you walk, not as unwise men but as wise, making the most of your time, because the days are evil. So then do not be foolish, but understand what the will of the Lord is.

Philippians 2:1-16

Therefore if there is any encouragement in Christ, if there is any consolation of love, if there is any fellowship of the Spirit, if any affection and compassion, make my joy complete by being of the same mind, maintaining the same love, united in spirit, intent on one purpose. Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; do not merely look out for your own personal interests, but also for the interests of others. Have this attitude in yourselves which was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross. For this reason also, God highly exalted Him, and bestowed on Him the name which is above every
name, so that at the name of Jesus EVERY KNEE WILL BOW, of those who are in heaven and on earth and under the earth, and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father. So then, my beloved, just as you have always obeyed, not as in my presence only, but now much more in my absence, work out your salvation with fear and trembling; for it is God who is at work in you, both to will and to work for His good pleasure. Do all things without grumbling or disputing; so that you will prove yourselves to be blameless and innocent, children of God above reproach in the midst of a crooked and perverse generation, among whom you appear as lights in the world, holding fast the word of life, so that in the day of Christ I will have reason to glory because I did not run in vain nor toil in vain.

Philippians 4:5-8

Let your gentle spirit be known to all men. The Lord is near. Be anxious for nothing, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all comprehension, will guard your hearts and your minds in Christ Jesus. Finally, brethren, whatever is true, whatever is honourable, whatever is right, whatever is pure, whatever is lovely, whatever is of good repute, if there is any excellence and if anything worthy of praise, dwell on these things.

2 Thessalonians 3:11-15

For we hear that some among you are leading an undisciplined life, doing no work at all, but acting like busybodies. Now such persons we command and exhort in the Lord Jesus Christ to work in quiet fashion and eat their own bread. But as for you, brethren, do not grow weary of doing good. If anyone does not obey our instruction in this letter, take special note of that person and do not associate with him, so that he will be put to shame. Yet do not regard him as an enemy, but admonish him as a brother.

Titus 3:1-2

Remind them to be subject to rulers, to authorities, to be obedient, to be ready for every good deed, to malign no one, to be peaceable, gentle, showing every consideration for all men.

Hebrews 12:1-3

Therefore, since we have so great a cloud of witnesses surrounding us, let us also lay aside every encumbrance and the sin which so easily entangles us, and let us run with endurance the race that is set before us, fixing our eyes on Jesus, the author and perfecter of faith, who for the joy set before Him endured the cross, despising the shame, and has sat down at the right hand of the throne of God. For consider Him who has endured such hostility by sinners against Himself, so that you will not grow weary and lose heart.

Hebrews 12:4-15

You have not yet resisted to the point of shedding blood in your striving against sin; and you have forgotten the exhortation which is addressed to you as sons, “MY SON, DO NOT REGARD LIGHTLY THE DISCIPLINE OF THE LORD, NOR FAINT WHEN YOU ARE REPROVED BY HIM; FOR THOSE WHOM THE LORD LOVES HE DISCIPLINES, AND HE SCOURGES EVERY SON WHOM HE RECEIVES.” It is for discipline that you endure; God deals with you as with sons; for what son is there
whom his father does not discipline? But if you are without discipline, of which all have become partakers, then you are illegitimate children and not sons. Furthermore, we had earthly fathers to discipline us, and we respected them; shall we not much rather be subject to the Father of spirits, and live? For they disciplined us for a short time as seemed best to them, but He disciplines us for our good, so that we may share His holiness. All discipline for the moment seems not to be joyful, but sorrowful; yet to those who have been trained by it, afterwards it yields the peaceful fruit of righteousness. Therefore, strengthen the hands that are weak and the knees that are feeble, and make straight paths for your feet, so that the limb which is lame may not be put out of joint, but rather be healed. Pursue peace with all men, and the sanctification without which no one will see the Lord. See to it that no one comes short of the grace of God; that no root of bitterness springing up causes trouble, and by it many be defiled.

Hebrews 13:17

Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you.

1 Peter 2:1-2

Therefore, putting aside all malice and all deceit and hypocrisy and envy and all slander, like newborn babies, long for the pure milk of the word, so that by it you may grow in respect to salvation.

1 Peter 2:13-14

Submit yourselves for the Lord's sake to every human institution, whether to a king as the one in authority, or to governors as sent by him for the punishment of evildoers and the praise of those who do right.

1 Peter 3:8-11

To sum up, all of you be harmonious, sympathetic, brotherly, kind-hearted, and humble in spirit; not returning evil for evil or insult for insult, but giving a blessing instead; for you were called for the very purpose that you might inherit a blessing. For, “THE ONE WHO DESIRES LIFE, TO LOVE AND SEE GOOD DAYS, MUST KEEP HIS TONGUE FROM EVIL AND HIS LIPS FROM SPEAKING DECEIT. HE MUST TURN AWAY FROM EVIL AND DO GOOD; HE MUST SEEK PEACE AND PURSUE IT.

1 Peter 5:5-8

You younger men, likewise, be subject to your elders; and all of you, clothe yourselves with humility toward one another, for GOD IS OPPOSED TO THE PROUD, BUT GIVES GRACE TO THE HUMBLE. Therefore humble yourselves under the mighty hand of God, that He may exalt you at the proper time, casting all your anxiety on Him, because He cares for you. Be of sober spirit, be on the alert. Your adversary, the devil, prowls around like a roaring lion, seeking someone to devour.

2 Peter 1:5-10

Now for this very reason also, applying all diligence, in your faith supply moral excellence, and in your moral excellence, knowledge, and in your knowledge, self-control, and in your self-control, perseverance, and in your perseverance, godliness,
and in your godliness, brotherly kindness, and in your brotherly kindness, love. For if these qualities are yours and are increasing, they render you neither useless nor unfruitful in the true knowledge of our Lord Jesus Christ. For he who lacks these qualities is blind or short-sighted, having forgotten his purification from his former sins. Therefore, brethren, be all the more diligent to make certain about His calling and choosing you; for as long as you practice these things, you will never stumble.

1 John 2:3-6

By this we know that we have come to know Him, if we keep His commandments. The one who says, “I have come to know Him,” and does not keep His commandments, is a liar, and the truth is not in him; but whoever keeps His word, in him the love of God has truly been perfected. By this we know that we are in Him: the one who says he abides in Him ought himself to walk in the same manner as He walked.
Appendix C – Bullying Incident Record

Teacher Section

Complainant: ___________________________ Year: ____________
Accused: ___________________________ Year: ____________
Witnesses: __________________________________________

Please attach statements from each of the students involved.

Teacher summary of events following discussions with students and collecting of statements:

__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

Outcome:

☐ False Accusation   ☐ Student admission of bullying
☐ Student denial of bullying

Does this student have a history of bullying behaviour? (Please consult co-ordinator)

☐ Yes   ☐ No

What are the consequences of the student’s actions?

☐ Apology   ☐ Parents informed
☐ Detention   ☐ Passed onto co-ordinator for further action

Please pass this report to the appropriate co-ordinator, regardless of the outcome.

Teacher (signed): ___________________________ Date: ____________

Co-ordinator Section

Persons interviewed: __________________________________________

__________________________________________________________________________
Co-ordinator summary of events following further discussions with students:

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

Outcome:

☐ False Accusation        ☐ Student admission of bullying
☐ Student denial of bullying

Is this a repeated occurrence? ________________________________

What are the consequences of the student’s actions?

☐ Apology        ☐ Detention
☐ Afternoon detention* ☐ Exclusion from class/school activities*
☐ In school suspension* ☐ Expulsion*

☐ Both/all parents informed of outcome ☐ Passed to co-ordinator for further action

*To be discussed with the Principal

Parent response: __________________________________________________________

________________________________________________________________________________________

Follow up: ☐ 2 days ☐ 1 week ☐ 2 weeks

Please attach any other documentation produced and retain for further reference

Co-ordinator (signed): ____________________________ Date: ________________
Appendix D – Bullying Policy – Student Handout

What is bullying?

Bullying is repeated verbal, non-verbal and/or physical attacks on a person by another person or group. It is intended to hurt, frighten, embarrass, humiliate, make you feel angry or uncomfortable. It is deliberate.

Here are some examples to help you decide about things you see, or do, or that might happen to you:

- Hitting, punching, jostling, pushing or spitting.
- Threats.
- Hiding, damaging or destroying property.
- Using names offensive to you or abusive language.
- Sexual abuse, including making suggestive comments, touching or grabbing.
- Making insulting comments about another’s culture, gender, religious or social background.
- Putting a person down about his or her body, abilities or achievements.
- Writing graffiti about others, including writing crude notes or making crude drawings.
- Insulting or spreading rumours about people or their families.
- Deliberate exclusion in order to hurt, frighten, embarrass or humiliate.
- Causing another student to be afraid or upset at school or on the way to or from school.
- Offensive gestures, sounds, sarcastic laughter or ‘knowing’ or derogatory looks.
- Nasty electronic messages (eg. telephone calls, SMS, Facebook, Twitter, Instant Messaging or Emails) which annoy or upset you and/or your family.

How should we treat others?

At the Illawarra Christian School, we have an expectation of RESPECT for all others, whether they are students, staff, parents or visitors. We expect every member of the school, from the youngest to the oldest student and all our staff, both to give and receive respect.

Remember:

- COURTESY to all
- COOPERATION with each other
- CONSIDERATION for those we meet
When we are bullied, or if we bully others, our school community is damaged. We must understand that bullying may contribute to us becoming angry, humiliated or frightened, and encourages us to retaliate in equally hurtful ways.

**There must be NO harassment. Repeated unwelcome actions and words will not be tolerated at our school.**

**How do you measure up?**

- Do you really try to give *respect* to all other members of the school?
- Do you show *courtesy* and *consideration*?
- Do you try to *cooperate* with other members of the school?

**WELL DONE! You are attaining our goal for a safe and respectful school community.**

**OR …**

- Do you bully, tease or abuse?
- Do you call people names?
- Do you insult, belittle or frighten?
- Do you repeatedly act disrespectfully to your teacher and disrupt the learning in your class?
- Do you take part with a group in offending others?
- Do you tolerate bullying of others by laughing, by failing to intervene or report?
- Then you should STOP and THINK because…..
- You are guilty of bullying. There are CONSEQUENCES for bullying others.

**What can you do if you are bullied?**

If you are bullied, you must report it to a teacher as soon as possible. In addition, here are some strategies which may help:

- Tell your parents.
- Always tell yourself you don’t deserve it.
- Move out of reach.
- Walk away without looking back.
- Try ignoring it. Some people stop if you do.
- Tell the person to stop. Be firm. This could be done through someone else.
- Go to a safe place.
- Ask friends to walk home with you.
Remember it is okay to feel upset and hurt – but don’t stay that way.

Adopt safe technological practices, eg remove person from friend list

Tell the person or group that you will take it further if they don’t stop.

Tell an older student.

Talk it over with the School Counsellor/teacher.

REMEMBER … It is right for you to tell someone if you are being bullied, or if your friends are.

EVERYONE HAS THE RIGHT TO FEEL SAFE AT ALL TIMES.

What the school will do

One of the staff will take up your concern.

He or she will consult you to reassure you and find out more details.

He or she will work out the best way to handle the situation.

All reported incidents will be dealt with.

There are consequences for bullying behaviours, such as warnings, close checking, detentions and suspensions.

There will be consultation, where necessary, with all involved: parents, teachers, Deputy Principal, Principal, Counsellor.

The school will ensure that follow-up is provided.

Retaliation against those who report will be viewed very seriously.

OUR GOAL IS FOR A SCHOOL COMMUNITY WHERE PEOPLE FEEL HAPPY, SAFE AND VALUED.