

# BULLYING PREVENTION & INTERVENTION

CLAREMONT COLLEGE 2018



**INSPIRED**  
FOR LIFE

So in everything,  
do to others what  
you would have  
them do to you.

MATTHEW 7:12



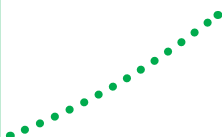


# INTRODUCTION

The subject of bullying touches a nerve in all people from every class, culture, religious background and race. It is an aspect of human behaviour which is recognisable and familiar through personal experience or observation to almost everyone.

Claremont College acknowledges the responsibility to ensure that, whilst at school, all students are provided with opportunities to develop positive attitudes and appropriate values. All students need to develop acceptance and understanding of others and their personal needs as they interact in the classroom, the playground and beyond this, in aspects of school and life.

Every student of Claremont College has the right to be treated as a unique individual created in the image of God. In turn, they must acknowledge through their attitude and actions, a duty to respect the rights of others. This Bullying Prevention and Intervention Policy sets out the structures and strategies designed to prevent incidents of bullying and also provides structures and strategies whereby any incidents of bullying made known to the School are dealt with promptly and the outcomes achieved are in the best interests of all involved.



# OUR POLICY

**CLAREMONT COLLEGE RECOGNISES ITS DUTY TO STUDENTS TO PROVIDE A SAFE AND POSITIVE LEARNING ENVIRONMENT WHERE INDIVIDUAL DIFFERENCES AND DIVERSITY WITHIN THE SCHOOL ARE RESPECTED AND ACCEPTED.**

**BULLYING IS NOT TOLERATED AT CLAREMONT COLLEGE.**

*This policy first developed in this form 2016, revised 2017, revised 2018.*



IT IS OUR POLICY THAT:

- Bullying is managed through a whole school community approach involving students, staff and parents/carers
- Bullying prevention strategies are implemented within the school on a continuous basis with a focus on teaching age appropriate skills and strategies to empower staff, students and parents/carers to recognise bullying and respond appropriately
- Bullying response strategies are tailored to the circumstances of each incident
- Staff act as positive role models emphasising our no-bullying culture
- Bullying prevention and intervention strategies are reviewed regularly against best practice

IMPLICIT WITHIN THIS POLICY IS THE NOTION THAT:

**ALL STUDENTS, STAFF,  
VISITORS AND PARENTS  
HAVE THE RIGHT TO BE SAFE  
AND HAPPY AT CLAREMONT  
COLLEGE WHERE A CULTURE  
THAT PROMOTES ANTI-  
BULLYING ATTITUDES AND  
BEHAVIOURS IS ENCOURAGED  
AND WORKED TOWARDS BY...**

- Communicating this Policy to all Claremont College stakeholders
- Enabling students to flourish, free from any form of bullying
- Acknowledging that bullying is not an acceptable behaviour and will not be tolerated, condoned or trivialised
- Providing support to those who are victims of bullying
- Dealing appropriately and firmly with those engaging in bullying
- Ensuring every member of the school community is aware of what constitutes bullying and what does, and does not, constitute bullying
- Having staff, students and parents/ carers working together to reduce the incidents and impact of bullying
- Acknowledging that it is the responsibility of all members of the school community to report bullying when they know it is happening to others or themselves
- Being pro-active in promoting an environment in which everyone interacts with mutual respect, responsibility and empathy
- Being a school characterised by love and tolerance - valuing positive, non-coercive relationships
- Seeking to restore broken relationships which is based on restorative, rather than punitive, interventions and takes into consideration individual circumstances and context
- Providing opportunity for ongoing consultation and feedback from all stakeholders in relation to the effectiveness of this Policy

The purpose of this Policy is to promote clarity and consistency of approach in decision-making towards a bullying-free environment. This is done through active prevention strategies where all types of bullying are regarded as unacceptable and, if necessary, having appropriate responses to incidents of bullying that might still occur. At Claremont College, this is guided and informed by our Core Values and Rights and Responsibilities Framework which provides students with a structure to learn, understand and adhere to appropriate and acceptable behaviours. This also involves the active development of social and emotional skills that allow all students to flourish and enjoy a happy and positive school experience.



CLAREMONT  
COLLEGE

# Student's Rights and Responsibilities

## I HAVE THE RIGHT TO LEARN IN THE CLASSROOM

I have the responsibility to be an engaged and interested learner and to give my best in all activities

### WHAT DOES THIS LOOK LIKE?

- Being prepared for all learning activities
- Asking questions if I am unsure
- Listening to my teachers and my peers when they are speaking
- Not interrupting the teacher or my peers
- Raising my hand when wanting to contribute



LEARNING  
& ACADEMICS

## I HAVE THE RIGHT TO BE RESPECTED AS AN INDIVIDUAL

It is my responsibility to respect, appreciate and value people's differences, show support for others through my words and actions and to be empathetic to their feelings

### WHAT DOES THIS LOOK LIKE?

- Being honest at all times
- Encouraging others
- Helping others in need
- Not putting others down
- Being considerate of and to others



CHARACTER

## I HAVE THE RIGHT TO LEARN ABOUT GOD AND LIVE ACCORDING TO HIS WORD

It is my responsibility to accept every person's faith position with understanding and tolerance

### WHAT DOES THIS LOOK LIKE?

- Understanding that not everyone shares the same beliefs
- Not judging anyone for their beliefs
- Respecting others' faith position
- Listening respectfully in Chapel and Scripture
- Developing a servant heart



FAITH

## I HAVE THE RIGHT TO BE SAFE AT CLAREMONT COLLEGE

It is my responsibility to act and communicate in a positive manner, to resolve conflict and to maintain respectful relationships with my teachers and peers

### WHAT DOES THIS LOOK LIKE?

- Respecting the privacy of others
- Respecting the property of others
- Being a good friend to others
- Reporting any unacceptable behaviour I see or experience
- Being in the right place at the right time doing the right thing



COMMUNITY

## I HAVE THE RIGHT TO EXPERIENCE THE BENEFITS OF A CLAREMONT COLLEGE EDUCATION

It is my responsibility to demonstrate my appreciation for a Claremont College education by upholding the traditions of the School

### WHAT DOES THIS LOOK LIKE?

- Wearing my School uniform with pride
- Caring for the School property and environment
- Maintaining a safe and clean classroom and playground
- Demonstrating an interest in the history of the School
- To be a living example of our School motto



HERITAGE





# WHAT IS BULLYING?

## A DEFINITION

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

## BULLYING HAS THREE MAIN FEATURES:

- It involves a misuse of power in a relationship
- It involves behaviours that can cause harm
- It is ongoing and repeated

## BULLYING CAN TAKE MANY FORMS INCLUDING:

### PHYSICAL BULLYING

This involves physical actions such as hitting, pushing, obstructing or intimidation. Damaging, stealing or hiding personal belongings is also a form of physical bullying.

### PSYCHOLOGICAL BULLYING

This is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.

### INDIRECT BULLYING

This is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate.

### CYBER BULLYING

This is the ongoing abuse of power to threaten or harm another person using technology. Cyber bullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.



# WHAT BULLYING IS NOT



THERE ARE MANY NEGATIVE SITUATIONS WHICH, WHILST BEING POTENTIALLY DISTRESSING FOR STUDENTS, DO NOT NORMALLY CONSTITUTE BULLYING. THESE INCLUDE:

## MUTUAL CONFLICT SITUATIONS

These arise when there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation.

## ONE OFF ACTS

These may include:

- loss of temper
- aggression
- thoughtlessness
- inappropriate jokes or humour
- carelessness
- shouting or swearing.

# SIGNS OF BULLYING

BEHAVIOUR CHANGES IN A STUDENT MAY BE INDICATIVE OF BULLYING. THESE MAY INCLUDE:

- Crying at night and/or having nightmares
- Refusing to talk when asked "What's wrong?"
- Having unexplained bruises, cuts or scratches
- An unwillingness or refusal to come to School
- Feeling ill in the mornings
- Damaged or missing belongings
- A decline in quality of school work
- Wanting extra money without giving a reason
- Becoming withdrawn and lacking confidence
- Beginning to bully siblings
- Acting unreasonably
- Regression in one or more areas of development

Parents/carers are encouraged to recognise signs of bullying and notify the School through a trusted staff member immediately (such as a class teacher, Deputy Principal, or School Counsellor), if they suspect their child is a victim of bullying.



# BULLYING PREVENTION STRATEGIES

Claremont College recognises that the implementation of whole school prevention strategies is the most effective way of eliminating, or at least minimising, incidents of bullying within our community.

## THE FOLLOWING INITIATIVES FORM PART OF OUR OVERALL BULLYING PREVENTION STRATEGY TO CREATE A 'NO BULLYING' CULTURE AT CLAREMONT COLLEGE:

- A structured curriculum that provides age appropriate information and skills relating to bullying (including cyber bullying) and bullying prevention, over the course of the academic year. The Social Skills Program delivered by the classroom teachers, Deputy Principal, School Counsellor, as well as other interventions, are taught throughout the year
- Education, training and professional development of staff in bullying prevention and response strategies
- Regular provision of information to parents/carers to raise awareness of bullying as a school community issue to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying directly with the School
- Promotion of a supportive environment and a safe School culture, that encourages the development of positive relationships and communication between staff, students and parents/carers
- Promotion of responsible bystander behaviour amongst students, staff and parents/carers
- Reporting of incidents of alleged bullying by students, bystanders, parents/carers and staff is encouraged
- Regular risk assessments of bullying within the school are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff
- Records of reported bullying incidents are maintained and analysed in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate
- Review of reports and issues at weekly Pastoral Care Meeting and weekly Staff Meetings
- Anti-bullying messages and reminders at Monday assemblies
- Anti-bullying posters are displayed strategically within the School
- Promotion of student awareness and a 'no bullying' environment across the life of the School



# REPORTING BULLYING



Students and their parents/carers are sometimes reluctant to report bullying incidents for fear that it will only make matters worse.

A KEY PART OF CLAREMONT COLLEGE'S BULLYING PREVENTION AND INTERVENTION STRATEGY IS TO ENCOURAGE REPORTING OF BULLYING INCIDENTS AS WELL AS PROVIDING ASSURANCE TO STUDENTS (AND PARENTS/CARERS) WHO EXPERIENCE BULLYING THAT:

- Bullying is not tolerated within the School
- Their concerns will be taken seriously
- The School has a clear strategy for dealing with bullying issues

BULLYING INCIDENTS CAN BE REPORTED TO THE SCHOOL VERBALLY (OR IN WRITING) THROUGH ANY OF THE FOLLOWING AVENUES:

- Informing a trusted teacher
- Informing the School Counsellor
- Informing the Deputy Principal or the Principal



# RESPONDING TO BULLYING

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with based on the individual circumstances.

## IN ALL CIRCUMSTANCES THE SCHOOL:

- Takes bullying incidents seriously
- Provides assurance to the victim that they are not at fault and their confidentiality will be respected
- Takes time to properly investigate the facts including discussing the incident with the victim, the alleged bully and any bystanders
- Takes time to understand any concerns of individuals involved
- Maintains confidential records of reported bullying incidents (Bullying Register)
- Will escalate its response when dealing with persistent bullies and/or severe incidents

## ACTIONS THAT MAY BE TAKEN WHEN RESPONDING TO BULLYING INCLUDE:

- The “Method of Shared Concern” Approach (Pikas)
- The “No Blame” Approach (Maines & Robinson)
- Notification of/consultation with parents/carers
- Offering counselling to persistent bullies/victims
- Implementing effective follow-up strategies
- Disciplinary action at the Principal’s discretion including suspension and expulsion of persistent bullies

*These approaches may be used to intervene in group or relational bullying situations. They are only appropriate during the initial stages. They are not appropriate for persistent or severe bullying incidents.*



# OUR SHARED RESPONSIBILITY

We expect all members of our school community to share in the responsibility of building a safe and secure Claremont College.

PARENTS/CARERS HAVE THE RESPONSIBILITY  
TO MODEL RESPECTFUL AND INCLUSIVE  
BEHAVIOURS AND ATTITUDES TOWARDS:

- Other children
  - Other parents/carers
  - Teachers and members of staff
  - Our neighbours and local residents.
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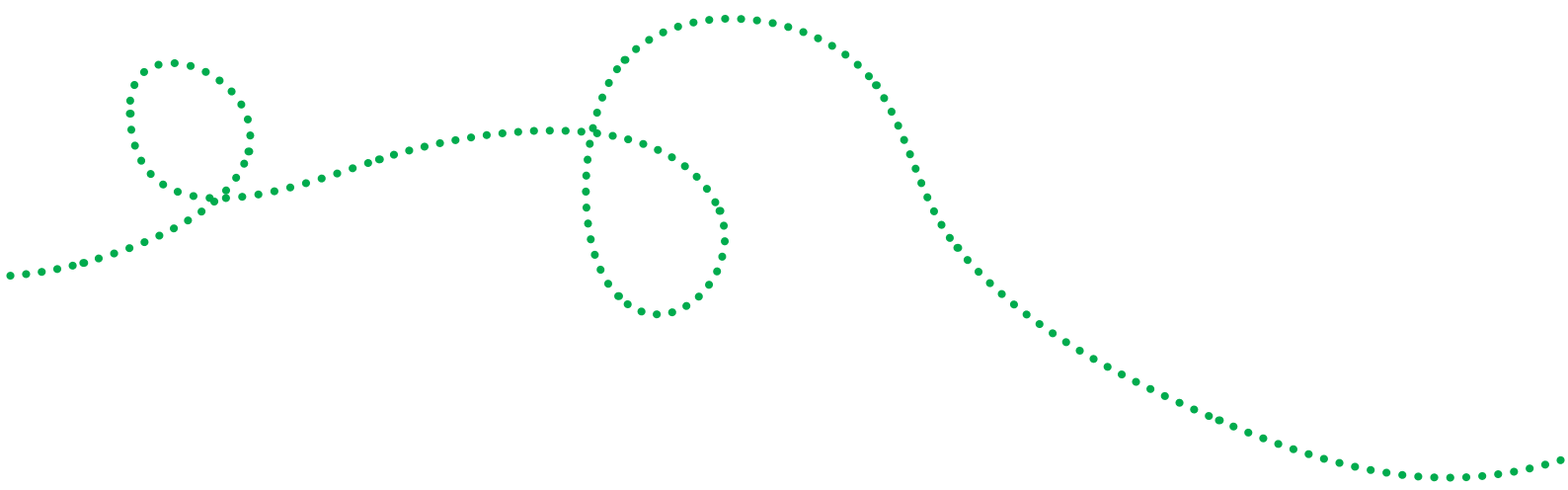
# USEFUL ANTI-BULLYING WEBSITES

Bullying. No Way! <https://bullyingnoway.gov.au>

National Centre Against Bullying [www.ncab.org.au](http://www.ncab.org.au)

Australian Federal Police 'Think U Know' [www.thinkuknow.org.au](http://www.thinkuknow.org.au)

[www.kenrigby.net](http://www.kenrigby.net)





# INSPIRED FOR LIFE

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