



**NORTHPINE**  
CHRISTIAN COLLEGE

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*Anti-Bullying Policy*

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Date Last Reviewed: 1 December 2014



## 1.0 Introduction

Northpine Christian College is committed to providing a learning environment and a workplace that is free from all forms of harassment and bullying. The rights of individuals, whether they be students or teachers must be respected and the procedures put in place are designed to minimise behaviour which is threatening to others and provide victims with appropriate support. Every member of the Northpine Christian College community has the right to feel safe at all times.

Integral to this policy is the process of educating staff, students, parents regarding their rights and responsibilities in regard to this matter.

Through the principal, the college will ensure all staff and students are made aware that:

- Bullying and harassment of any kind will not be tolerated
- All complaints will be thoroughly, seriously and sympathetically investigated
- Action will be taken in respect of any instance which comes to the attention of the college; and
- Where necessary, disciplinary action against individuals could result.

Bullying and harassment are forms of discrimination and are therefore prohibited by the Sex Discrimination Act 1984 (Commonwealth) and the Queensland Anti-discrimination Act, 1991.

## 2.0 Definitions

### 2.1 Bullying

Bullying is the act of making someone feel unsafe or helpless. Bullying has to do with behaviours that intimidate, degrade or humiliate others. It is about hurting, physically and/or emotionally. Bullying can involve words, gestures, action or exclusion. It has to do with the misuse of power and is usually directed by a more powerful person or group against a person or group that is less powerful.

### 2.2 Harassment

Harassment encompasses any behaviour which is uninvited and unwelcome and occurs because of a person's gender, race, age, disability, sexuality, religious beliefs or political persuasion.

Harassment may also be defined as behaviour that offends, upsets, humiliates or scares another person. As such, it makes the work place and / or learning environment uncomfortable and unpleasant.

Bullying and harassment can take many forms: it may be overt or subtle, direct or indirect. It may occur between colleagues, cross age and gender or be between groups and individuals. It may occur face to face, through other individuals or in cyber space.

## 3.0 Policy

Northpine Christian College is committed to building resilience in young people to better equip them in dealing with difficult and unwelcome situations.

It is the policy of Northpine Christian College to provide a safe and secure environment for staff, students and visitors to the college. Every staff member and student is deemed to have the right to go about his / her work free from intimidation in any form.



***Northpine Christian College undertakes to:***

- Handle all complaints confidentially, promptly, fairly and fully
- Provide feedback to the complainant
- Uphold the privacy of all the parties
- Uphold the principles of natural justice
- Seek solutions through mediation
- Take reasonable measures to ensure decisions and undertakings are observed
- Prevent retaliation by any party against the complainant
- Ensure appropriate disciplinary action is taken
- Advise complainants that it is their right to take their complaint further if they are not satisfied with the actions taken by the college.

***The victim should:***

1. Inform the bully clearly that their behaviour is objectionable and must stop or it will be reported.
2. Make notes about incidents of bullying with names of others who were present at the time.
3. Report the bully to a Teacher, Co-Ordinator, Deputy or the Principal. Student is encouraged to bring a friend or friends for support if necessary.
4. Report every incident as soon as possible.
5. Not respond or reply in kind.

On receipt of a report, the matter will be investigated by the College. Procedural fairness will be practiced at all times. Any action taken against a student found to have bullied another student will be dealt with within the framework of the Restorative Justice model.

Restorative Justice is a philosophy and set of practices that aim to repair the harm and solve the problem rather than simply punish the offender. At the very heart of Restorative Justice is the belief in Christ's message that reconciliation is integral to any person's growth.

Allowing young people who have made an error of judgment to rebuild and repair the damage to their relationships caused by their actions is central to Restorative Justice. The emphasis of the program is on building quality relationships through the development of crucial social skills.

Connectedness, in terms of building of positive relationships, is one of the most protective factors we can offer our youth. When things go wrong, the Restorative Justice processes provide the opportunity for disconnected students to be reconnected with the school community.

Our young people are faced with living in a society that is packed with ever increasing challenges they must conquer if they are to survive, we want them to develop the ability to thrive. This whole school approach builds on the important notion of connectedness in a school community.

***The Restorative Justice embraces the following key points:***

- The process will be managed in a respectful way by trained facilitators.
- The victim must have confidence that process will include an investigation process that establishes the facts as well as a clear understanding that the process will validate them and result in an effective solution.
- The perpetrator(s) must have confidence that the process is about restoring justice through the development of a constructive process that is about accepting responsibility and acting to change how they turn up in the community.
- Follow-up monitoring to ensure the agreement is being met and that the perpetrator and the victim are feeling supported.



Where discipline is deemed necessary in may include:

- In school detention/suspension
- Student conference (bully and victim)
- Parent meeting
- Student Contract
- Mandatory counselling
- Mentoring support from appropriate teacher
- Suspension

Serious matters will be reported to the Discipline Committee and may result in the student's enrolment being reviewed.

**Note:**

In a case where criminal proceedings are possible against a student the Principal must be informed immediately. In these situations, Police will also be informed.