



REDEEMER LUTHERAN COLLEGE, BILOELA

APPENDIX 1

BULLYING AND HARASSMENT

Students are entitled to receive their education free from humiliation, harassment, oppression and abuse. Any person who bullies is intending to put the victim in distress in some way. Victims of bullying often fear school and consider it to be an unsafe and unhappy place.

At Redeemer Lutheran College, Biloela we do not tolerate;

- bullying of any child by another child or a group of students
- bullying of any adult by another adult
- or a child by an adult or an adult by a child.

Definition

Harassment:

- cause fears, distress and/or harm to another
- may be deliberate or as a result of thoughtlessness
- includes:
 - Physical - hitting, pushing, kicking, horse-play etc.
 - Non-Physical -teasing, name calling, glaring, intent of interaction, intimidation, exclusion etc.
 - Emotional - ignoring, power imbalance, relationship, collusion, manipulation etc.
 - Cyber- mobile phones, computers, email, social media, photos.

Bullying:

- is continued, persistent intentional harassment.
- conducted by a more powerful individual or group;
- against a less powerful individual or group who is unable to effectively resist.

Results of Bullying

The result of bullying can be serious for both the bully and bullied, affecting his or her whole life. For the bullied student it may result in stress, lower academic performance, truancy, anger, poor self-esteem, sleeplessness, nightmares and depression. For the bully, it may lead to a belief that such behaviour is acceptable and consequently lead to a failure to develop skills of cooperation and conflict resolution. It may result in suspension or exclusion.

A student who is being bullied may show signs of the following behaviours:

- Be unwilling to attend school
- Feel "ill" in the mornings
- Begin performing poorly at school
- Come home hungry
- Become withdrawn, lack confidence
- Become distressed and anxious, stop eating
- Have nightmares
- Have their possessions go missing
- Ask for money
- Refuse to say what's wrong
- Become more aggressive and unreasonable.
- Have bruises



Responsibility

We recognize that providing a safe place for all is a joint responsibility between staff, students and parents and the wider community. Teachers, students and community members play an important part in raising awareness of the issues and creating and maintaining a supportive, safe school environment. Teachers and parents can do this by:-

- publicly stating that bullying is not tolerated at Redeemer
- modelling appropriate behaviour
- developing ways to ensure that students can report inappropriate behaviour without fear of reprisals

In dealing with incidents of bullying we use a supportive restorative approach to the victim and the perpetrator. The Redeemer Lutheran College, Biloela Anti Bullying Policy is intended to:

- develop positive relationships
- provide a safe, happy and positive learning environment for the students, families and staff
- create a supportive climate for victims and perpetrators
- provide a basis for working with the perpetrator to modify future behaviour
- provide a basis for working with the victim to develop strategies to effectively deal with conflict
- develop strategies for enhancing relationships
- create an atmosphere of equity.

Staff will:

- be available, listen and respond despite demands of the day
- treat information seriously and with respect
- ensure confidentiality for victims, perpetrators, adults and families
- ensure follow-up
- adopt positive classroom management strategies and include anti-bullying messages in the curriculum
- be positive role models
- observe early warning signs of distress

Prevention Strategies

- Surveys on the incidence of bullying
- Use of the curriculum to examine aspects of bullying. The inclusion of anti-bullying segments in the Pastoral, Physical Education and Health Programs, Christian Studies.
- Observation and recording of students by teachers inside and outside the classroom.
- Involvement of non-teaching staff.
- All incidents of bullying referred to Administration.
- Developing culture of caring for others e.g. buddies.