

# MACKAY CHRISTIAN COLLEGE

Christian Education on Purpose

## 1S 2 Student Bullying Prevention Policy

|                               |  |
|-------------------------------|--|
| <b>Purpose:</b>               | The purpose of this policy is to inform our College community about bullying and to respond appropriately when bullying does occur.  |
| <b>Scope:</b>                 | Students, parents/carers and employees, contractors, volunteers and people undertaking work experience or vocational placements.   |
| <b>Status:</b>                | Approved, supersedes previous policy   |
| <b>Authorised by:</b>         | College Principal  |
| <b>Date of Authorisation:</b> | October 2024   |
| <b>References:</b>            | Australian Education Act 2013 (Commonwealth)<br>Australian Education Regulations 2013 (Commonwealth)<br>MCC Primary and Secondary Behaviour Education Procedures<br>MCC Positive Behaviour Education Policy<br>MCC Child Protection Policy<br>MCC Disability Discrimination Policy<br>MCC Student Code of Conduct (Our Code and CLEAR Values)<br>MCC Response to Complaints Policy<br>MCC Response to Student Complaints, Grievance and Appeals Policy |
| <b>Review Date:</b>           | Every two years  |
| <b>Policy Owner/s:</b>        | Head of Secondary, Head of Primary and Pastoral Care Coaches   |

Mackay Christian College (MCC) recognises that all people are created and valued by God. The College seeks to demonstrate this by treating all people as significant. A person's significance is indicated by God's demonstrated great love for each individual.

The College aims to provide a safe, secure and supportive College community in which all people feel confident to participate to the best of their ability.

Bullying in any form attempts to undermine the value of an individual. Any physical, verbal or psychological abuse of power (including cyber actions) is an unacceptable action in the College community.

**We do not tolerate bullying at MCC.**

When bullying issues are reported to teachers, the processes outlined in this policy should be followed.

**A definition of bullying and associated behaviours:**

Bullying is a deliberate, repeated, targeted act that involves a significant power imbalance and causes a person to be physically harmed or feel threatened, or feel uncomfortable, afraid, anxious or belittled.

**Examples of bullying:**

| <b>Direct</b>     | <b>Indirect</b>             |
|-------------------|-----------------------------|
| Insults           | Gossip                      |
| Threats           | Mockery                     |
| Teasing           | Rumours                     |
| Exclusion         | Put downs                   |
| Extortion         |                             |
| Pranking          |                             |
| Blackmail         |                             |
| Defamation        |                             |
| Name calling      |                             |
| Voting/rating     |                             |
| Mass blocking     |                             |
| Rude gestures     |                             |
| Masquerading      |                             |
| Chain messages    |                             |
| Physical violence |                             |
|                   | <b>Bullying Actions via</b> |
|                   | Email                       |
|                   | Notes                       |
|                   | Gaming                      |
|                   | Hate sites                  |
|                   | Mobile technology           |
|                   | Video sharing sites         |
|                   | Social networking sites     |
|                   | Instant messaging services  |
|                   | Chatrooms, forums and blogs |
|                   | Sharing images and comments |
|                   | via technology              |

Bullying and conflict are often confused. Conflict is a normal part of social life. It is not targeted and repeated. Conflict resolution strategies are explicitly taught to students of MCC through relevant, selected programs. Students are encouraged to resolve conflict independently or with adult guidance, as needed. Students are expected to report unresolved conflict and all cases of bullying. Parents/carers may also report concerns on behalf of the student. Staff are to take all reports of bullying seriously and document, investigate and address reports proactively.

## Statement of Beliefs

At Mackay Christian College we believe that:

1. Everyone should be encouraged to apply Christian principles to the process of reconciliation, including discussion and forgiveness leading to resolution, restoration and restitution if necessary (Matthew 6:14-15).
2. Everyone should be encouraged to speak out truthfully for righteousness' sake and to let their actions reflect the values of the College (Romans 12:17-18 and Matthew 18:15-16).
3. Everyone should be encouraged to speak out whenever they feel unsafe or threatened or know of someone who may feel bullied.

## Roles and Responsibilities

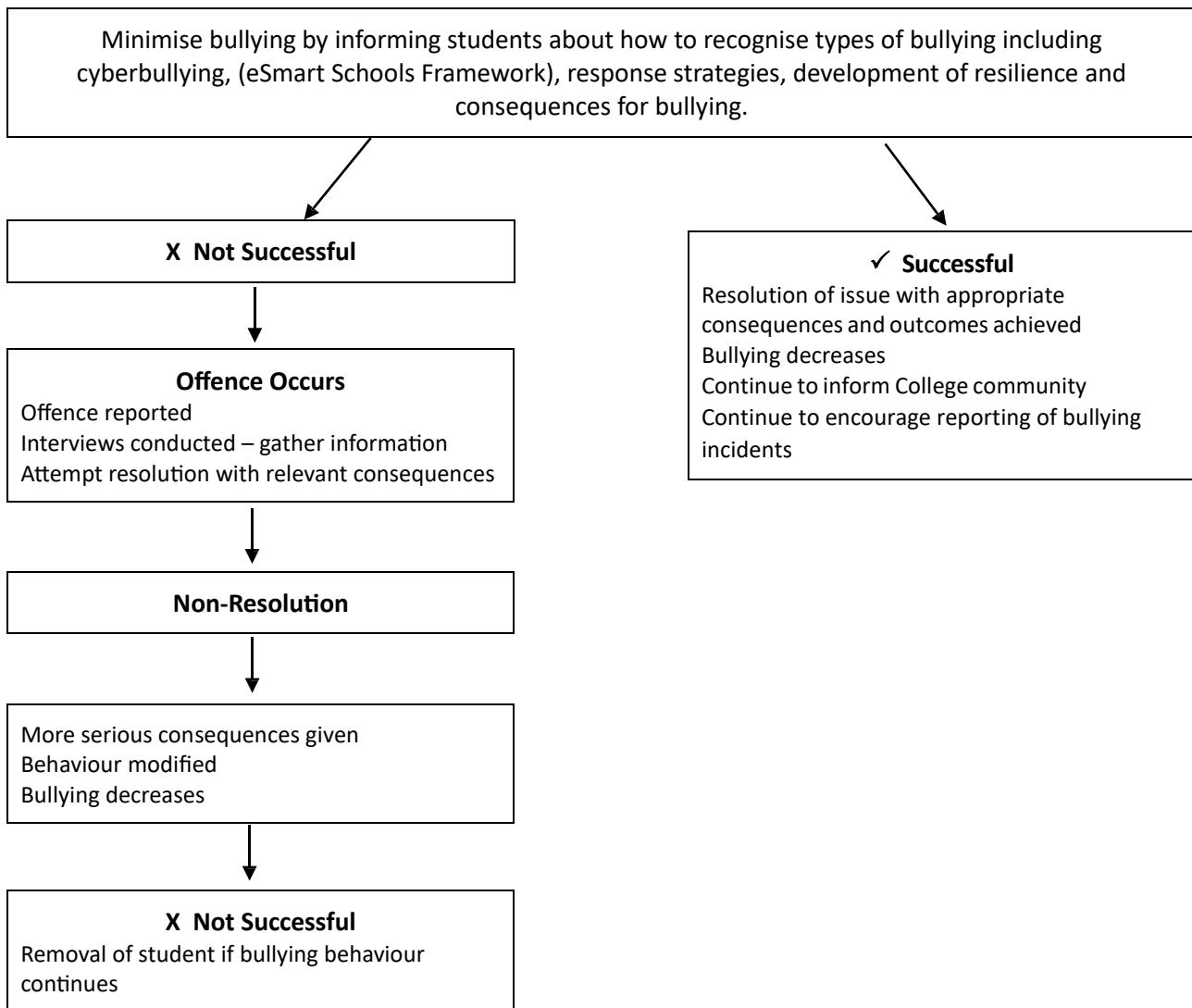
| Teachers  | Students  | Parents/Carers  |
|---|---|---|
| <p>Model positive relationships</p> <p>Teach and apply Christian values</p> <p>Be vigilant in observing and responding to bullying</p> <p>Listen sincerely</p> <p>Follow-up concerns</p> <p>Apply consequences consistently</p> <p>Give feedback to concerned students and their families</p> <p>Teach students strategies for becoming more resilient, resolving conflict and identifying and reporting bullying</p> <p>Teach and model cyber-safety and 'eSmart' use of technology (CLEAR Technology)</p> | <p>Model positive student behaviours</p> <p>Identify and report bullying behaviours to teachers</p> <p>Tell bullies to stop</p> <p>Develop supportive student leadership</p> <p>Know consequences for bullying</p> <p>Learn and practise strategies for appropriate responses to bullying, unwanted contact or hurtful comments, whether direct or indirect</p> | <p>Encourage your child to discuss their school day with you</p> <p>Increase awareness of possible bullying behaviours</p> <p>Support the College's approach to bullying</p> <p>Communicate/share concerns with College staff</p> <p>Be aware of consequences for bullying</p> <p>Be aware and access information about smart, safe and responsible uses of technology</p> <p>Stay involved in your child's use of technology</p> |

## Procedures

For any incidence of reported bullying:

1. Student or witness tells an adult, either a teacher at the College, or their parent/carer, who should encourage the student to see their teacher (or report the incident on behalf of the student).
2. The teacher (Primary) or teacher and Pastoral Care Coordinator (Secondary) thoroughly investigates the allegations of bullying, speaking to those involved and witnesses.
3. Reports are documented, appropriate resolution strategies implemented and consistent consequences given, as necessary.
4. Families notified of their own child's situation and outcomes.
5. Notes from interviews and outcomes filed and the situation monitored moving forward.

## Managing Bullying Issues at MCC



### Suggestions and Strategies

A variety of anti-bullying strategies may be implemented depending upon the circumstances and willingness of the students involved to resolve the issue.

These include student mediation, buddy systems, devotions, informing of responsible digital citizenship, 'Stop, Think, Do' strategy, setting explicit student behavioural expectations and boundaries, consequences known and consistently applied, teacher awareness and professional development, keeping an accurate record of bullying incidents including eSmart incident records, and partnering with parents/carers to resolve bullying issues directly related to College issues.