



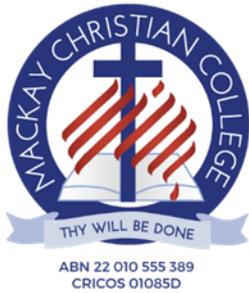
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MACKAY CHRISTIAN COLLEGE

a place where you belong

Student Bullying Prevention Policy

Purpose:	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur.	
Scope:	Students, parents and employees, contractors, volunteers and people undertaking work experience or vocational placements.	
Status:	Approved	Supersedes: Previous Policy
Authorised by:	Principal	Date of Authorisation: November 2019
References:	<ul style="list-style-type: none"> • <i>Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)</i> • <i>Australian Education Act 2013 (Cth)</i> • <i>Australian Education Regulations 2013 (Cth)</i> • MCC Junior School and Senior School Behaviour Education Procedures • MCC Positive Behaviour Education Policy • MCC Child Protection Policy • MCC Disability Discrimination Policy • MCC Student Code of Conduct (Our Code and CLEAR Values) • MCC Response to Complaints Policy • MCC Response to Student Complaints, Grievance and Appeals Policy 	
Review Date:	Every 2 years	Next Review Date: November 2021
Policy Owner:	Heads of School and Pastoral Care Coaches	



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1S 2 *Student Bullying Prevention Policy*

Mackay Christian College 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 school 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 its 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, uncomfortable, afraid, anxious or belittled.

Examples of bullying:

DIRECT

Physical violence
Rude gestures
Name calling
Threats
Exclusion
Teasing
Notes
Extortion
Blackmail
Hate sites
Voting/rating
Chain messages
Mass blocking
Pranking
Defamation
Repeated insults
Masquerading
Rumours

INDIRECT

Rumours
Gossip
Exclusion
Put downs
Mockery

Bullying actions via:

Social networking sites
Mobile technology
Video sharing sites
Gaming
Instant messaging services
Chatrooms, forums and blogs
Email
Sharing images or comments via technology

Bullying and conflict are often confused. Conflict occurs when **both** parties are engaging in the above activities. Bullying occurs when only one party is engaging in these activities. Should conflict occur 'Bridge Building' strategies will be utilised to teach successful conflict resolution.

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 positively and 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. Try not to be a silent bystander!

Roles and Responsibilities

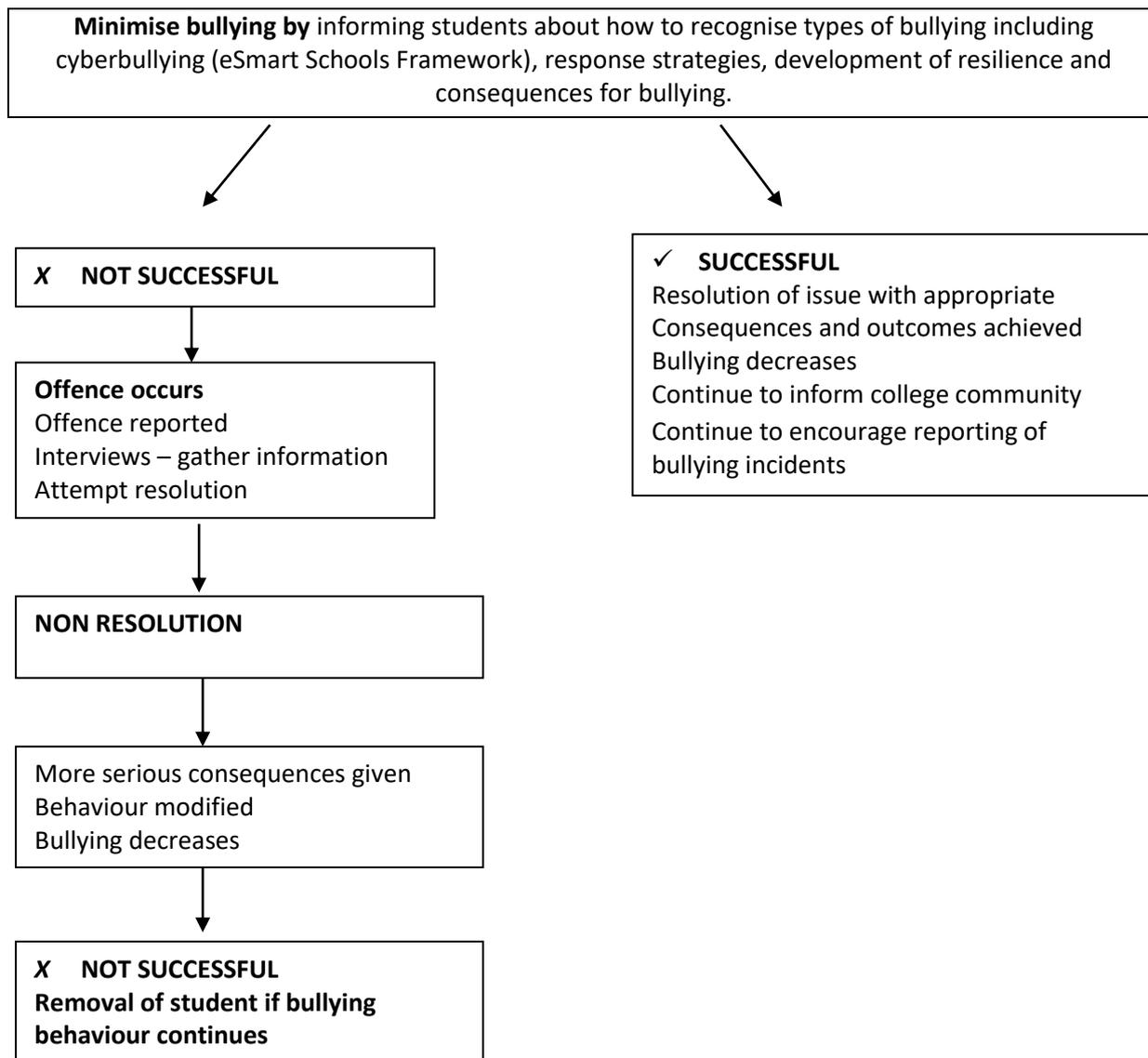
TEACHERS	STUDENTS	PARENTS
Model positive relationships Teach and apply Christian values Be vigilant in observing and responding to bullying Listen sincerely Follow-up concerns Apply consequences consistently Give feedback to concerned students Teach children strategies for becoming more resilient Teach and model cyber-safety and 'eSmart' use of technology	Model positive student behaviours Teach identification of bullying behaviours Tell bullies to stop Report bullying behaviours to teacher Develop supportive student leadership Know consequences for bullying Learn and practise strategies for appropriate responses to bullying, unwanted contact or hurtful comments, whether direct or indirect	Encourage your child to discuss their school day with you Increase awareness of possible bullying behaviours Support the college's approach to bullying Communicate/share concerns with college staff Be aware of consequences for bullying Be aware and access information about smart, safe and responsible uses of technology Stay involved in your child's use of new technologies

Procedures

For any incidence of reported bullying:

1. Student or witness tells an adult, either a teacher at the college, or their parent, who should encourage the student to see their teacher (or report the incident on behalf of the student).
2. The teacher (Junior School) or House Family Coach (Middle/Senior School) thoroughly investigates the allegations of bullying, speaking to those involved and witnesses.
3. Appropriate resolution strategies implemented and consistent consequences given as necessary.
4. Notes from interviews and outcomes filed.

Managing bullying issues at MCC:



Suggestions / 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 PD, keeping an accurate record of bullying incidents including eSmart incident records, and partnering with parents to resolve bullying issues directly related to college issues.

Evaluation Process

This policy should be reviewed annually as well as ongoing monitoring of student behaviours.

Last Reviewed: November 2019