



ATWELL COLLEGE

Bullying Policy

Atwell College is committed to providing a safe and supportive school community for our students to grow in harmony. We are all responsible for creating an environment, which is safe and inclusive.



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What is bullying?

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 of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.



Bullying involves:

- **Verbal bullying**
Refers to the repeated use of words to hurt or humiliate another individual or group. Verbal bullying includes using put-downs, name-calling, insulting someone about the way they look or behave, spreading rumours and homophobic, racist or sexist comments.
- **Social/relational bullying**
Involves repeatedly ostracising others by ignoring someone or keeping them out of conversations, convincing others to dislike or exclude an individual or group, spreading rumours and sharing information or images that will have a harmful effect on the other person.
- **Physical bullying**
Includes violent actions towards another person which involves hitting, pinching, biting, pushing, pulling, shoving, damaging or stealing someone's belongings and unwanted touching.
- **Cyber bullying**
Involves the use of technology to bully a person or group with the intent to hurt them socially, psychologically or even physically. Cyber bullying includes abusive texts and emails, hurtful messages, images or videos, imitating, excluding or humiliating others online, nasty online gossips and chats.
- **Bystanders**
Bystanders are those who are aware of or witnesses to the bullying situation. A supportive bystander will use words and/ or actions to support someone who is being bullied by intervening, getting teacher support or comforting them.

All members of a school community need to know how to support those who are being bullied and how to discourage bullying behaviours.



Bullying is NOT mutual conflict, single episodes of nastiness or random acts of aggression.

Students have the right to:	Students have the responsibility to:
<ul style="list-style-type: none">• Be treated with courtesy and respect	<ul style="list-style-type: none">• Show courtesy and respect to others
<ul style="list-style-type: none">• Work in and enjoy a safe, secure and clean environment	<ul style="list-style-type: none">• Keep our environment safe, secure and clean
<ul style="list-style-type: none">• A learning environment that is free from disruption	<ul style="list-style-type: none">• Ensure that there is no disruption to another person's learning environment
<ul style="list-style-type: none">• Achieve their educational potential	<ul style="list-style-type: none">• Develop their potential and assist others in doing the same
<ul style="list-style-type: none">• Have their property respected	<ul style="list-style-type: none">• Respect student, staff and school property
<ul style="list-style-type: none">• Be proud of their achievements	<ul style="list-style-type: none">• Ensure their actions do not discredit the school community



What should students do if they are being bullied?

- Students should report bullying behaviours to their teacher, year coordinator or any other staff member they feel comfortable with.
- At home, students should disclose the bullying incident to a parent or guardian, who can then inform the appropriate Year Coordinator.
- In the case of cyber bullying, parents are requested to inform police and their service provider. Students must not delete any information they receive as it can be used as evidence against the perpetrator.





MEMBERS	RIGHTS	RESPONSIBILITIES
All students, teachers, parents, wider school community	<ul style="list-style-type: none"> • are safe and supported in the school environment • are included • are treated with respect 	<ul style="list-style-type: none"> • participate and contribute to school positive behaviour programs • build positive relationships • demonstrate respect and tolerance towards others
School Leadership	<ul style="list-style-type: none"> • is supported in developing the school's plan to prevent and effectively manage bullying • is supported in implementing the strategies and programs under the school's plan 	<ul style="list-style-type: none"> • provides leadership in resourcing the school's plan • ensures the school community is informed of the plan • implements the plan • supports staff to implement the strategies and programs under the plan
Staff	<ul style="list-style-type: none"> • feel safe and supported in the workplace • are informed of the schools bullying policy and have access to professional learning in preventing and effectively managing bullying • have access to curriculum resources suitable for supporting students in building positive relationships, resiliency, safety and bullying prevention (including social/ emotional learning) 	<ul style="list-style-type: none"> • promote and model positive relationships • participate in developing the school plan • identify and respond to bullying incidents • deliver the strategies and programs to students in responding to bullying effectively • promote effective bystander behaviour • promote social problem-solving • use appropriate terminology when referring to bullying and the students involved



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MEMBERS	RIGHTS	RESPONSIBILITES
Parents	<ul style="list-style-type: none">• have access to curriculum that supports the building of resiliency and social skills• are informed of the school's plan on bullying• are provided with supports to stop bullying	<ul style="list-style-type: none">• understand and value the concepts of inclusion and tolerance• identify and respond effectively to bullying• are aware of themselves as bystanders• seek help for themselves and others as needed
Wider Community, including other professionals	<ul style="list-style-type: none">• are strategically included in prevention and bullying management	<ul style="list-style-type: none">• provide support and input into the school's approach to preventing and managing bullying

Useful Websites:

<https://bullyingnoway.gov.au/>

<https://cyberbullying.org/resources/parents>