Moreton Bay Boys' College

ANTI-BULLYING POLICY

Aim:	This policy is designed to ensure that all members of the MBBC community feel safe from bullying in all its forms. It sets out the requirements for proactively dealing with bullying and the procedures to follow in the event of an individual being bullied.
Scope and Responsibilities:	This statement applies to all employees, volunteers, parents/carers, students and visitors to the School. It supports the School's Code of Conduct and The Eagle's Flight Framework and outlines expectations and guidelines for dealing with incidents of bullying, violence or harassment as they apply to all members of our community.
Board Approval:	*Not required*
Background information:	Under the Anti-discrimination Act (1991), any form of harassment is unlawful.
Policy:	**RATIONALE** Basic beliefs underpinning this policy are: • Each individual's worth and dignity should be valued and affirmed in our community; • Every individual has the right to feel safe from Bullying or harassment in all of its forms; • Every conflict can be resolved and a "no blame" whole of School approach is the most effective means of dealing with conflict resolution; • Every individual in our community is responsible for ensuring that others in our community can reach their potential in a supportive, caring and non-threatening environment; and • There should be zero tolerance of all forms of bullying, violence and harassment. • The creation of an environment in which every boy has the right to feel safe and valued, and where individual differences are respected. **AIMS** • To promote actively the values, attitudes and behaviours of a Christian, caring community; • To counter the views that bullying is normal, acceptable behaviour and an inevitable part of school life; • To provide a safe, secure and caring environment for all members of our community; • To create a supportive climate and break down any code of secrecy so that victims of bullying will feel confident to seek help in order to confront and diminish the influence of the bully; • To raise awareness and understanding of what behaviours constitute bullying, violence and harassment; • To provide clear, consistent and equitable procedures for dealing with such behaviours which are understood and followed by all members of our community; • To provide suitable counselling services and support for all involved.

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Definitions:	**Bullying**

Bullying

Bullying is a **repeated** form of harassment which can be physical or psychological. It is a deliberate attempt to cause harm or pain to someone. It is unwanted, unwelcome, unsolicited and persistent. It is an abuse of power, position and/or privilege by an individual or a group of people and stems from the desire to feel "bigger, better or stronger" than someone else. It is done to intimidate, coerce, engender fear, to control. It aims to upset or create a risk to another person's health and safety, or their property or their social acceptance.

As such, it undermines the rights of the individual, has a debilitating effect on morale and diminishes the very values our School seeks to develop. It prevents all members of a school community from reaching for excellence in every dimension of life. Bullying affects everyone, not just the bullies and the victims. It also affects other students or staff who may witness violence, intimidation and the distress of the victim. It is damaging to the climate of our School and prevents the School from achieving the values of which it espouses.

Examples of Bullying

Direct physical bullying: e.g. hitting, tripping, pushing, gestures, invasion of personal space, stand-over tactics or hiding/damaging property

Direct verbal bullying: e.g. name calling, insults, teasing and put-downs, offensive language, homophobic, sexual, or racist remarks, verbal abuse, derogatory comments on someone's body shape or size/sexuality/gender/ethnicity/age/intelligence/sporting ability or threats to "get people"

Indirect bullying: this is often harder to recognise and is often carried out behind the victim's back. It is designed to harm someone's reputation and/or cause humiliation. It includes:

- o   Lying or spreading rumours;
- o   Playing nasty jokes to embarrass and humiliate;
- o   Mimicking someone;
- o   Encouraging others to exclude someone socially;
- o   Damaging someone's reputation and social acceptance by making comments about a person's morals;
- o   Cyber-bullying - involving any use of social media or online platform to humiliate or distress.

Institutionalised bullying: e.g. where bullying is part of the culture of an institution or organisation and seen to be normal practice e.g. initiation and rites-of-passage ceremonies which humiliate and distress.

Bullying becomes harassment when you have said that it is unwelcome or unwanted and it does not stop immediately.

Harassment is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.

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Bullying is sometimes covert, hidden from adult eyes and can be difficult to pin down as the victim is often fearful of reprisal or of rejection by others for "dobbing".

If bullying amounts to "harm" then it should be referred to the School's Child Protection Policy and dealt with under this policy. Harm is the possible negative consequence of bullying, and includes but is not limited to, psychological and physical trauma, pain, impairment or injury.

Cyber-bullying can happen anytime, anywhere. Thus young people, who are victims of this, have no place where they feel safe.

Any form of bullying and harassment may be referred to the police.

What Bullying is NOT:

Bullying is different from ordinary teasing, rough-and-tumble or School yard fights. The difference is that bullying is deliberate, repeated and ongoing and there is usually an imbalance of size, strength and power between the students involved.

Bullying is not:

Mutual conflict: where there is an argument or disagreement between persons but NOT an imbalance of power. Both parties are upset and want a resolution to the problem. (NB – unresolved conflict can develop into a bullying situation where one party becomes the target for repeated retaliation in a one-sided way).

Social rejection or dislike: it is not feasible to think that all individuals will like every other person. Refusing to play with a particular child or not inviting them to a party e.g. is not bullying, provided that social rejection is not directed to a specific person and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation: single episodes or occasional pushes or shoves is not bullying, nor is aggression towards many different individuals. Never the less, such behaviours are not condoned.

Cyber Bullying
Cyber bullying is the use of technology (for example, mobile phones, cameras or video phones, computers and the internet) to cause detriment or harm to another. Cyber bullying may be a stand-alone behaviour or digital bullying may be in addition to other bullying behaviours.

With the advent of the digital age, a bully can follow their victim to the confines of his/her bedroom. In these cases it is hard to determine where the line of responsibility ends between the School and the parents, as most digital bullying occurs outside of School hours and off School property. As is appropriate, the School will investigate and determine instances of bullying which occur outside of School hours and off the School grounds. When investigating bullying matters which occur outside of the School's parameters, the School does not consequentially extend its duty of care towards the students involved.

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The School's involvement is limited to the matters contained in this policy.

If a parent discovers that their child is being bullied via technology (texting or social media), the parent should inform that School so we can work together to address the issue. The School has a duty of care to its young people and, therefore, if we become aware of digital bullying, we will inform a parent as soon as possible. The School will then determine its level of responsibility **in line with its Behaviour Management processes.**

It is important to remember that it is against the law to harass or bully a person using any form of technology. Parents do have the right to report to police any incidents that are occurring outside the School. Copies of text messages or social media pages should be kept as evidence. Caution does need to be taken when assessing inappropriate messages that children may be receiving. The School can help parents to determine whether or not a train of communication constitutes bullying and we can offer advice and opinion as to the best path for parents to take.

Related Documentation:	Anti-Bullying Procedures

DOCUMENT CONTROL INFORMATION

Document Status

The current status of this document is shown below.

Policy	Anti-Bullying Policy
Version	V3
Issue Date:	22 October 2015
Revision Date:	22 October 2015
Owner:	Head of College
Confidentiality	

Document History

The history of changes made to this document is shown below. The most recent changes are listed first.

Version	Date	Summary of Changes
V3	22/10/15	Modifications to definitions, more explicit consequences

Approval

This document has been approved for publishing by:

Reviewed by	MBBC SLT
Authorised by	HOC

Location

Details of where the policy is located ie: student diary; parent handbook; website

Location	Who is responsible