

Northern Bay College Bullying Prevention Policy

(Incorporating former anti bullying and harassment policy)

PURPOSE

Northern Bay College (NBC) is committed to providing a safe and respectful learning environment where bullying will not be tolerated.

The purpose of this policy is to:

- explain the definition of bullying to share understanding amongst all members of the College community
- make clear that no form of bullying or harassment at Northern Bay College will be tolerated
- outline the strategies and programs at NBC to build a positive school culture and prevent bullying behaviour
- ask that everyone in our school community be alert to signs and evidence of bullying behaviour, and accept responsibility to report bullying behaviour to school staff
- ensure that all reported incidents of bullying are appropriately investigated and addressed
- ensure that support is provided to students who may be affected by bullying behaviour (including targets, bystanders and students engaging in bullying behaviour)
- seek parental and peer group support to address and prevent bullying behaviour at Northern Bay College. When responding to bullying behaviour, Northern Bay College aims to:
 - be proportionate, consistent and responsive
 - find a constructive solution for everyone
 - stop the bullying from happening again
 - restore the relationships between the students involved.

Northern Bay College acknowledges that school staff owe a duty of care to students to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

SCOPE

This policy addresses how Northern Bay College aims to prevent, address and respond to student bullying behaviour.

- NBC recognises that there are many other types of inappropriate student behaviours that do not meet the definition of bullying which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with Student Engagement & Wellbeing Policy and Child Safety Code of Conduct Policy.
- This policy applies to all school activities, including camps and excursions.

POLICY

Definition - Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

- *Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop its occurrence*
- *Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)*
- *Bullying of any form or for any reason can have immediate, medium and 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 has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm. Bullying can be:
 1. *direct* physical bullying – e.g. hitting, tripping, and pushing or damaging property.
 2. *direct* verbal bullying – e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
 3. *indirect* bullying – e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person and/or damaging a person's social reputation or social acceptance.

Cyberbullying is direct or indirect bullying behaviours using digital technology. For example via a mobile device, computers, chat rooms, email, social media, etc. It can be verbal, written and include images, video and/or audio.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students

involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff and our college will follow our Student Engagement and Inclusion Policy and Child Safety and Code of Conduct Policy.

- **Mutual conflict** involves argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **Social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- **Single-episode acts** of nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. Northern Bay College will use its Student Engagement and Inclusion Policy to guide a response to single episodes of nastiness or physical aggression.
- **Harassment** is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment. Further information about these two forms of harassment, including definitions, is set out in our Inclusion and Diversity Policy. Harassment of any kind will not be tolerated at Northern Bay College and may have serious consequences for students engaging in this behaviour. Northern Bay College will use its Student Wellbeing and Engagement Policy to guide a response to students demonstrating harassing behaviour, unless the behaviour also constitutes bullying, in which case the behaviour will be managed in accordance with this Bullying Prevention Policy.

BULLYING PREVENTION

Northern Bay College has a number of programs and strategies in place to build a positive and inclusive school culture. We strive to foster a school culture that prevents bullying behaviour by modelling and encouraging behaviour that demonstrates acceptance, kindness and respect.

Bullying prevention at Northern Bay College is proactive and is supported by research that indicates that a whole school, multifaceted approach is the most effect way to prevent and address bullying. At our school:

- Through the implementation of our School Wide Positive Behaviour Framework (SWPBS) and Respectful Relationships into Everyday Practice, we have a positive school environment that provides safety, security and support for students and promotes positive relationships and wellbeing.
- We strive to build strong partnerships between the school, families and the broader community that means all members work together to ensure the safety of students.
- Through Respectful Relationships and SWPBS Framework into Everyday Practice, teachers are encouraged to incorporate classroom management strategies that discourage bullying and promote positive behaviour.
- In classroom, our social and emotional learning curriculum teaches students what constitutes bullying and how to respond to bullying behaviour assertively. This promotes resilience, assertiveness, conflict resolution and problem solving.
- Restorative Practices encourage positive relationships between students within and across different year levels. We seek to empower students to be confident communicators and to resolve conflict in a non-aggressive and constructive way.

INCIDENT RESPONSE

Reporting concerns to Northern Bay College

Bullying complaints will be taken seriously and responded to sensitively at our school.

- Students who may be experiencing bullying behaviour, or students who have witnessed bullying behaviour, are encouraged to report their concerns to school staff as soon as possible.
- Our ability to effectively reduce and eliminate bullying behaviour is greatly affected by students and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by Northern Bay College are timely and appropriate in the circumstances.
- We encourage students to speak to their mentor teacher, Learning Community Leader/Instructional Leaders or Year Level Coordinator. However, students are welcome to discuss their concerns with any trusted member of staff including teachers and wellbeing staff.

Parents or carers who develop concerns that their child is involved in, or has witnessed bullying behaviour at Northern Bay College can contact their Campus Student Wellbeing Coordinator by phone:

- Hendy: Elyse Morgan 5228 4200
- Peacock: Julia Western 5245 3900
- Tallis: Jarrah Cameron 5275 4365
- Wexford: Emily Casey / Millie Rathjen 5273 2600
- Goldsworthy: Michael Albers / Georgina Swan 5224 9700

Investigations

When notified of alleged bullying behaviour, school staff are required to:

1. record the details of the allegations in Compass and
2. inform the relevant Learning Community Leader, Year Level Coordinator, Wellbeing Coordinator or College Wellbeing Leader, Assistant Campus Principal or Campus Principal.

The Learning Community Leader, Year Level Coordinator and/or Wellbeing Coordinator, Assist. Campus Principal and Campus Principal are responsible for investigating allegations of bullying in a timely and sensitive manner. To appropriately investigate an allegation of bullying, the Learning Community Leader, Year Level Coordinator and/or Learning Partner may:

- speak to the those involved in the allegations, including the target/s, the students allegedly engaging in bullying behaviour/s and any witnesses to the incidents
- speak to the parents of the students involved
- speak to the teachers of the students involved
- take detailed notes of all discussions for future reference
- obtain written statements from all or any of the above.

All communications with the Learning Community Leader, Year Level Coordinator and/or Wellbeing Coordinator, Assistant Campus Principal and Campus Principal in the course of investigating an allegation of bullying will be managed sensitively. Investigations will be completed as quickly as possible to allow the behaviours to be addressed in a timely manner.

The objective of completing a thorough investigation into the circumstances of alleged bullying behaviour is to determine the nature of the conduct and the students involved. A thorough understanding of the alleged bullying will inform staff about how to most effectively implement an appropriate response to that behaviour.

Serious bullying, including serious cyberbullying, is a criminal offence and may be referred to Victoria Police. For more information, see: [Brodie's Law](#).

Responses to bullying behaviours

When the Learning Community Leader, Year Level Coordinator and/or Wellbeing Coordinator, Assistant Campus Principal and/or Campus Principal has sufficient information to understand the circumstances of the alleged bullying and the students involved, a number of strategies may be implemented to address the behaviour and support affected students in consultation Learning Community Leader, Year Level Coordinator and Wellbeing Coordinator, Assistant Campus Principal, Campus Principal and Department of Education and Training specialist staff etc.

There are a number of factors that will be considered when determining the most appropriate response to the behaviour. When making a decision about how to respond to bullying behaviour, Northern Bay College will consider:

- the age and maturity of the students involved
- the severity and frequency of the bullying, and the impact it has had on the target student
- whether the student/s engaging in bullying behaviour have displayed similar behaviour before
- whether the bullying took place in a group or one-to-one context
- whether the students engaging in bullying behaviour demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour, including any element of provocation.

Learning Community Leader, Year Level Coordinator and/or Wellbeing Coordinator, Assistant Campus Principal, Campus Principal may implement all, or some of the following responses to bullying behaviours:

- Offer counselling support to the target student or students, including referral to the Student Engagement and Wellbeing Team, DET Student Support Services or external provider.
- Offer counselling support to the students engaging in bullying behaviour, including referral to Student Engagement and Wellbeing Team, DET Student Support Services or external provider.
- Offer counselling support to affected students, including witnesses and/or friends of the target student, including referral to Student Engagement and Wellbeing Team, DET Student Support Services or external provider.
- Facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied
- Facilitate a process using the Support Group Method, involving the target student(s), the students engaging in bullying behaviour and a group of students who are likely to be supportive of the target(s).
- Facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- Prepare Critical Incident and Safety Plan restricting contact between target and bullying behaviour students
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved, including social pragmatic groups conducted by Learning Workers, Engaged Play groups.
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- Implement year group targeted strategies to reinforce positive behaviours, for example social pragmatic or engaged play groups conducted by the Student Wellbeing Team.

- Implement disciplinary consequences for the students engaging in bullying behaviour, which may include removal of privileges, detention, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, Ministerial Order on Suspensions & Expulsions and any other relevant Department policy.

Northern Bay College understands the importance of monitoring and following up on the progress of students who have been involved in or affected by bullying behaviour. Where appropriate, school staff will also endeavour to provide parents and carers with updates on the management of bullying incidents. Campus Principal is responsible for maintaining up to date records of the investigation of and responses to bullying behaviour.

FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following school policies:

- Student Engagement and Wellbeing Policy
- Duty of Care Policy
- Inclusion and Diversity Policy
- Complaints policy
- Statement of Values

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- [Kids Helpline](#)
- [Lifeline](#)
- [Bullying. No way!](#)
- [Student Wellbeing Hub](#)
- [Australian Student Wellbeing Framework](#)
- [School Wide Positive Behaviour](#)

EVALUATION

This policy will be reviewed on 2 year basis, or earlier as required, following analysis of school data on reported incidents of, and responses to bullying to ensure that the policy remains up to date, practical and effective.

Data will be collected through:

- discussion and consultation with students and parent/carers
- assessment of other school-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented
- Attitudes to School Survey
- [Parent Opinion Survey](#)

Proposed amendments to this policy will be discussed in consultation with student representative groups, parents groups, school council

REVIEW CYCLE

This policy was last updated on July 2020 and is scheduled for review in July 2021.

Document #	Committee Responsible	Review Date	Public Location
NBC021	College Wellbeing Team	July 2021	Website