



STUDENT CARE POLICY

1. PURPOSE

The purpose of this policy is to set the framework to encourage all students to behave in a manner which ensures that St Andrew's Anglican College (the College) is a happy and safe learning environment, free from bullying.

2. SCOPE

This policy covers all students enrolled at the College from Prep to Year 12 and includes any temporary students visiting from another School or from overseas.

3. REFERENCES

Workplace Health and Safety Act 2011

4. DEFINITIONS

Bullying is repeated domination of a less powerful person by a more powerful person and occurs when someone, or a group of people, upset or create a risk to another person's health and safety, or their property, reputation or social acceptance. This can take the form of physical, mental or emotional domination.

5. RATIONALE

We believe that everyone at the College has the right to feel safe, valued and supported.

6. GUIDELINES

6.1 Bullying can take many forms and can be both psychological and physical. It can be Direct or Indirect. Some of the forms of bullying are:

- Direct physical bullying e.g. hitting, tripping, pushing or damaging property
- Direct verbal bullying e.g. name calling, insults or verbal abuse.
- Damage to a person's property or violation of privacy e.g. cutting clothes, hiding possessions, defacing property.
- Nonverbal put-downs e.g. finger gestures, rolling eyes, staring.
- Indirect bullying e.g. spreading rumours, practical jokes, social exclusion, mimicking
- Cyber-bullying which involves the use of technology such as email, text messages or networking sites

6.2 Bullying is different from ordinary teasing, rough-and-tumble or school yard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance

of size, strength and power between the students involved. In formulating an effective approach to dealing with bullying it is helpful to note that bullying is not:

- Mutual conflict. This is where there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem.
- Social rejection or dislike. It is not feasible to think that every student must like every other student. Refusing to play with a particular child or, for example, not inviting them to a birthday party is not bullying.
- Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation. A single episode of nastiness, physical aggression, verbal abuse or an occasional push or shove is not bullying, neither is nastiness or physical aggression directed towards many different students. However, since St Andrew's Anglican College has a duty of care to provide a student with a safe and supportive school environment, single episodes of nastiness or physical aggression should not be ignored or condoned.

7. MANAGING BULLYING

The school has a 'no-blame' approach to bullying. The main aim of the 'no blame' approach is to stop the bullying, rather than punish the person responsible for it, although that does not preclude punishment if bullying persists.

For any incidents of bullying, a member of staff will deal with the problem on the spot in order to defuse the immediate conflict. Once the immediate issues have been dealt with, the following steps should be taken:

1. Identification
2. Initial interview
3. Follow-up interview

8. RECORDS AND REVIEW

The College keeps central records of all incidents which, upon investigation, are deemed as bullying. These incidents are analysed on a regular basis to ascertain major areas where bullying occurs including the sex and age of victims and bullies as well as the strategies that have been successfully implemented. A review of the College's policy will be undertaken every 12 months, taking this information into account.

9. RELATED DOCUMENTS

- No related documents.

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