



1. Purpose and Scope

The purpose of this policy is to support the Christ Church Grammar School (the School) community to identify, prevent and address issues of student bullying and harassment in order to build and promote respectful relationships. It upholds the School's values as set out in the *Code of Ethics* and enforces the provisions of the *Code of Conduct for Students*, specifically their rights and responsibilities to:

- Feel safe within the School during the day, in boarding and at any time while under School supervision
- Demonstrate *respect* and always behave with courtesy, kindness and consideration for others, avoiding all forms of verbal and non-verbal aggression
- Refrain from all forms of bullying and harassment
- Celebrate diversity and be accepting of differences in others such as race, culture, sexual orientation and neurodiversity.

All Christ Church Grammar School staff, contractors, volunteers, students, and parents/guardians are bound by the provisions of this policy.

Failure to comply with the responsibilities and requirements of the policy may result in disciplinary action being taken against students or members of the School community.

2. Definitions

Bullying is the 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 may happen in person or online and can be obvious (overt) or hidden (covert). Bullying in any form or for any reason, can have long-term negative effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying, although they still need to be addressed and resolved.

Harassment is the behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics, gender identity; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person(s). It may be intentional or unintentional (i.e. the words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless).

Forms of bullying and harassment include but are not limited to:

Verbal/written – “put downs” or “pay outs, spreading rumours, name-calling, teasing and ridiculing others, sending or delivering hurtful messages and the use of phones and digital devices, SMS, email, images, social media or other means of communicating messages designed to harass, intimidate, threaten or impact negatively on the wellbeing of others.

Physical –pushing, punching, kicking, spitting and other disrespectful acts; physically hurting someone under the guise of “horseplay”; making threats to physically harm someone; non-verbal gestures designed to intimidate; damaging, removing, hiding or interfering with another’s property.

Covert/emotional– purposely excluding someone from an activity in person or remotely (e.g. cyber exclusion from games, chats, messages etc); ignoring someone; spreading rumours about someone; influencing others not to like or associate with someone; controlling or dominating someone by withdrawing or threatening to withdraw friendship; pressuring others to act against their will.

3. Policy Principles

Bullying and harassment are forms of abuse which will not be tolerated within the School community. These behaviours are not just about the student engaging in the bullying and the person being bullied and are therefore treated as part of a much broader social context. This policy addresses both preventative measures and effective intervention strategies.

3.1 Responsibilities of the School

- To implement and review strategies to build a safe and supportive learning and teaching environment which aims to reduce or avoid bullying incidents and/or harassment
- Provide professional development for staff on how to reduce the incidence of bullying, how to respond and report any incidents of bullying and promote the development and maintenance of respectful relationships
- Provide students with age-appropriate support and curriculum material to help them understand and develop positive relationships, appropriate social skills and resilience to ensure their own safety and processes for reporting bullying
- Ensure bullying complaints are investigated and responded to in a timely and procedurally fair manner with regard for the dignity and privacy of the students involved
- Ensure relevant staff are informed about bullying incidents and complaints to enable them to provide appropriate wellbeing support for students involved and counselling to students in relation to conflict resolution and anger management
- Where a student is identified as engaging in bullying behaviours, the School will assess the student’s behaviour and provide support where appropriate

3.2 Responsibilities of Staff

- To exercise reasonable care to ensure the safety and well-being of students at school or when involved in a school activity

- To implement sound student behaviour management strategies in the classroom, promote and role model respectful relationships
- Be aware of their own classroom practice and co-curricular routines with the aim to discourage activities that enable exclusion or allow a student to become the target of bullying under the guise of a legitimate activity. For example, being aware of how groups are chosen, how students divide into teams or whether they save seats for each other in class and the manner in which they do so
- Be approachable to students and respond sensitively to signs of distress (including internalisation such as perceived withdrawal) or suspected bullying
- Encourage students to speak out about bullying and to take steps to help students who are being bullied
- Intervene in situations where bullying has been directly observed
- Notify classroom teachers, tutors, Heads of House, Year Group Co-ordinators, as appropriate, of all alleged bullying behaviour to enable them to advise parents/guardians of incidents involving their sons in a timely manner

3.3 Responsibilities of Parents

- To promote a positive and caring environment including modelling desired standards of respectful behaviour at home and in all interactions with School staff, students and other parents
- Discuss with their children any incidents of bullying and strategies to help them to develop resilience and deal with bullying situations
- Communicate with the School any signs of distress exhibited by their children or their children's reports of bullying. The School will take all such communication seriously and act appropriately
- Work collaboratively with the School to support the efforts of staff to resolve any issues identified

3.4 Responsibilities of Students

- To refuse to be involved in any bullying or harassments of other students
- To opt not to be a "bystander" to any bullying or harassment that may be witnessed
- Uphold the values of the School by speaking out against incidents of bullying experienced or observed
- Take preventative action and report actions of students who engage in bullying, being assured that any report of bullying will be taken seriously, and the situation will be investigated. Remedial action may be implemented, or sanctions may be imposed in accordance with the *Management of Student Behaviour Guidelines*.

4. Related Legislation and Policies

Children and Community Services Act 2004

Children and Community Services Amendment (Reporting Sexual Abuse of Children) Act 2008

Criminal Code Act (1913)

Criminal Code Amendment (Cyber Predators) Act 2006
 Human Rights and Equal Opportunity Commission Act (1986)
 Western Australian Equal Opportunities Act (1984)
 Work Health and Safety Act 2020(WA)
 Child Safety and Wellbeing Policy
 Child Protection and Mandatory Reporting Policy
 Code of Ethics
 Code of Conduct for all Students
 Code of Conduct Staff, Volunteers and Contractors
 Duty of Care for Students Policy
 Management of Student Behaviour Guidelines
 Parents Code of Conduct

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