

STUDENT BULLYING POLICY

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Responsible Manager	School Principal		
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1. PURPOSE

- 1.1. Speech & Language Development Australia (SALDA) is committed to building a safe and supportive learning environment for all students at The Glenleighden School.
- 1.2. The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur.

2. SCOPE

- 2.1. All students, parents and employees, including full-time, part-time, permanent fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements are responsible for complying with this Policy.

3. REFERENCES

- 3.1. Positive Behaviour Policy
- 3.2. Student Bullying Reporting and Response Procedure
- 3.3. Child Protection Policy
- 3.4. Student Code of Conduct
- 3.5. Addressing Concerns & Resolving Disputes Policy
- 3.6. Client Grievance Procedure (in draft)
- 3.7. [Education \(Accreditation of Non-State Schools\) Act 2017 \(Qld\)](#)
- 3.8. [Australian Education Act 2013 \(Cth\)](#)
- 3.9. [Australian Education Regulations 2013 \(Cth\)](#)

4. DEFINITIONS

- 4.1. **Parent** – parent, guardian or caregiver of a student at The Glenleighden School.
- 4.2. **Bullying** – a systematic and repeated abuse of power. In general bullying may be defined as:
 - 4.2.1. dominating or hurting someone;
 - 4.2.2. unfair action by the perpetrator(s) and an imbalance of power; and/or
 - 4.2.3. a lack of adequate defence by the target and feelings of oppression and humiliation.

It can occur at any age, across cultures, genders and socioeconomic groups. It can happen in the playground, toilet areas, to and from school or in the classroom.

- 4.3. **Physical bullying** – is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying.
- 4.4. **Verbal bullying** – repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse.
- 4.5. **Covert bullying** – (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying, which includes lying about someone, spreading rumours, playing a nasty joke that makes the person feel humiliated or powerless, mimicking or deliberately excluding someone.
- 4.6. **Psychological bullying** – any kind of intentional mental abuse, such as threatening, manipulating or stalking someone.
- 4.7. **Cyber bullying** – (also referred to as online bullying) using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically.
- 4.8. **Language Disorder** – is a developmental disorder that affects how children think about, understand, and use language. It is the primary impairment that contributes to restrictions in an individual's participation and well-being in everyday activities.

5. POLICY

- 5.1. SALDA has a zero tolerance approach to bullying.
- 5.2. It is understood that special considerations may be needed when addressing bullying with students attending The Glenleighden School, dependent on the child's age and ability.
- 5.3. In order to prevent bullying from occurring, SALDA will implement the following actions:
 - 5.3.1. Raise awareness of the school community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the school.
 - 5.3.2. Develop and promote effective social skills and positive relationships amongst students. Students with Language Disorders have more impaired social skills than typically developing peers.
- 5.4. In order to respond appropriately to any incidences of bullying, SALDA will:
 - 5.4.1. Have an appropriate mechanism for students and parents to report bullying, through the Student Bullying Reporting and Response Procedure.

- 5.4.2. Educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to then report all incidences of bullying.
 - 5.4.3. Educate employees on how to appropriately respond to reports of bullying.
 - 5.4.4. Investigate and act upon all reports of bullying.
 - 5.4.5. Take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures.
- 5.5. SALDA's Student Bullying Reporting and Response Procedure explains the bullying reporting mechanism for students and parents, and details how employees will respond to reports, including that all reports will be investigated and acted upon, with appropriate support and consequences implemented.

6. RESPONSIBILITIES

- 6.1. SALDA has a responsibility to:
- 6.1.1. Raise awareness of bullying and how the school will respond to it.
 - 6.1.2. Take action to help prevent bullying.
 - 6.1.3. Implement a reporting mechanism for student and parent.
 - 6.1.4. Educate students and parents on how to respond to bullying and how to report it.
 - 6.1.5. Educate employees on how to appropriately respond to bullying.
 - 6.1.6. Investigate and act upon all reports of bullying, including providing appropriate support and consequences.
- 6.2. Employees have a responsibility to:
- 6.2.1. Uphold and consistently apply this policy.
 - 6.2.2. Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with the Student Bullying Reporting and Response Procedure and Positive Behaviour Policy.
- 6.3. Parents have a responsibility to:
- 6.3.1. Encourage their child(ren) to not bully others.
 - 6.3.2. Encourage their child(ren) to report bullying to themselves or others.
 - 6.3.3. Encourage their child(ren) to take steps to stop bullying as directed under this policy.
 - 6.3.4. Respond to school direction when bullying has been identified.
- 6.4. Students have a responsibility to:
- 6.4.1. Not engage in bullying behaviour towards others.
 - 6.4.2. Report bullying occurring to them or others.
 - 6.4.3. Take steps to stop bullying as directed under this policy, as appropriate to student's age/ability.

7. IMPLEMENTATION

- 7.1. SALDA is committed to developing and maintaining a zero-tolerance approach to bullying by the development and implementation of this policy and related procedures, and via the clear support and promotion of the policy and related procedures. At SALDA we will openly talk about bullying – what it is, how it affects individuals, groups and the community and what we can do about it.
- 7.2. At SALDA we are committed to:
 - 7.2.1. Appropriately training all employees on how to take reasonable steps to respond, investigate and act upon all reports and allegations of bullying.
 - 7.2.2. Encouraging students, parents and employees to contribute to a healthy school culture through the promotion of having a zero-tolerance approach to bullying.
 - 7.2.3. Providing our students with opportunities to develop skills, which will build their self-awareness and self-management skills
 - 7.2.4. Encouraging students to 'tell' of incidents of bullying or of being bullied
 - 7.2.5. Establishing 'telling' as acceptable and responsible behaviour valued in our community
- 7.3. If bullying is confirmed the Student Bullying Reporting and Response Procedure should be followed.

8. COMPLIANCE AND MONITORING

- 8.1. The organisation will keep central records of all reported incidents of bullying. These are reviewed on a regular basis to ascertain any areas where bullying occurs. As the organisation attempts to minimise bullying situations appropriately, it is important that incidents are reported quickly.

9. REVIEW

- 9.1. This policy is due to be reviewed three years from the date of approval.