



## Anti-bullying Policy

<b>Purpose:</b> The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur at Birali Steiner School.		
<b>Scope:</b> Students 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.		
<b>Status:</b> Authorised	<b>Supersedes:</b> Version 20210121	
<b>Authorised by:</b> Principal	<b>Date Authorised:</b> 31.10.24	<b>Policy Owner:</b> Principal
<b>Review Date:</b> Every two years	<b>Next Review Date:</b> Oct 2026	
<b>References:</b>	<ul style="list-style-type: none"> <li>• Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)</li> <li>• Australian Education Act 2013 (Cth)</li> <li>• Australian Education Regulations 2013 (Cth)</li> <li>• Disability Discrimination Act 1992 (Cth)</li> <li>• Human Rights and Equal Opportunity Commission Act 1986</li> <li>• Racial Discrimination Act 1975 (Cth)</li> <li>• Racial Hatred Act 1995 (Cth)</li> <li>• Sex Discrimination Act 1984 (Cth)</li> <li>• Bullyingnoway.gov.au</li> <li>• Adapted from ISQ's Anti-Bullying Policy Template 2015 version</li> </ul>	
<b>Definitions:</b>	<ul style="list-style-type: none"> <li>• Bullying: is a systemic and repeated abuse of power or perceived power. In general bullying may be defined as: <ul style="list-style-type: none"> <li>o dominating or hurting someone;</li> <li>o unfair action by the perpetrator(s) and an imbalance of power;</li> <li>o a lack of adequate defence by the target and feelings of oppression and humiliation.</li> </ul> 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. </li> <li>• Behaviours that do not constitute bullying include: <ul style="list-style-type: none"> <li>o mutual arguments and disagreements (where there is no power imbalance);</li> <li>o not liking someone or a single act of social rejection;</li> <li>o one-off acts of meanness or spite;</li> <li>o isolated incidents of aggression, intimidation or violence.</li> </ul> </li> <li>• Physical bullying: this 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</li> <li>• Verbal bullying: repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse</li> <li>• Covert bullying: such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone</li> <li>• Psychological bullying: for example, threatening, manipulating or stalking someone</li> <li>• Cyber bullying: using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically</li> <li>• Supportive Bystander Behaviour: is when the actions of a supportive bystander can stop or diminish a specific bullying incident or help another student to recover from it. A bystander is someone who sees or knows about child maltreatment, harassment, aggression, violence or bullying that is happening to someone else. Supportive bystander behaviours are actions and / or words that are intended to support someone who is being attacked, abused or bullied.</li> <li>• Restorative Discipline: a whole school approach to building school climate and addressing student behaviour that fosters belonging over exclusion, social engagement over control, and meaningful accountability over punishment.</li> </ul>	

# Anti-bullying Policy

## Policy Statement

Birali Steiner School has a zero tolerance to bullying.

Birali Steiner School is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

In order to prevent bullying from occurring, Birali Steiner School will implement the following actions:

- Raise awareness of what bullying is, how it impacts on people and how bullying is responded to at our school.
- Ensure that programs and processes develop and promote effective social skills and positive relationships amongst students.

In order to respond appropriately to any incidences of bullying, Birali Steiner School will ensure we:

- Develop an appropriate mechanism for students and parents to report bullying;
- 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;
- Educate employees on how to appropriately respond to reports of bullying;
- Investigate and act upon all reports of bullying;
- Take appropriate action, which might include support for targets of bullying and perpetrators and/or consequences/disciplinary measures.

## Responsibilities

### School Responsibilities

Birali Steiner School acknowledges its responsibility to:

- Raise awareness of bullying and how the schools will respond to it;
- Ensure that systems and processes are in place so that action is taken to prevent bullying;
- Develop and implement a reporting mechanism for students and parents;
- Support the education of students and parents on how to respond to bullying and how to report it;
- Oversee the education of employees on how to appropriately respond to bullying;
- Require the investigation of all reports of bullying, including the provision of appropriate support and consequences

### Employee Responsibilities

Employees of Birali Steiner School have a responsibility to:

- Uphold and consistently apply this Policy;
- Respond appropriately to reports of bullying, including investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with our Anti Bullying Policy.
- Share the responsibility of taking an active stance against all forms of bullying and model appropriate behaviour.

### Parent/Caregiver Responsibilities

Parents and caregivers of children enrolled at Birali Steiner School have a responsibility to:

- Encourage their child not to bully others;
- Encourage their child to report bullying to themselves, staff or others;
- Encourage their child to take steps to stop bullying as directed under this Policy
- Share the responsibility for taking an active stance against all forms of bullying and model appropriate behaviour;
- Understand that it is not appropriate for them to approach or contact either the parents or caregivers of other students, or the students themselves, regarding allegations of bullying.

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## Student Responsibilities

Students enrolled at Birali Steiner School have a responsibility to:

- Not engage in bullying behaviour towards others;
- Report bullying occurring to them or others;
- Take steps to stop bullying as directed under this Policy and the student code of conduct.
- Share the responsibility of taking an active stance against all forms of bullying and model appropriate behaviour;
- Understand that it is not appropriate for them to remain a bystander when they are aware that bullying is occurring.

## Implementation

Birali Steiner School is committed to developing and maintaining a zero-tolerance approach to bullying, including by the development and implementation of this policy and related procedures, and via the promotion of the policy, procedures and support documents.

Birali Steiner School is also committed to appropriately training all employees on how to take reasonable steps to respond, investigate and act upon all reports and allegations of bullying. Birali Steiner School keeps appropriate records of all reports and incidences of bullying, including action taken and consequences implemented.

Birali Steiner School will act to encourage students, parents and employees to contribute to a healthy school culture through the promotion of having a zero-tolerance approach to bullying.

## Investigation of Allegation or Incident

Once reported, the bullying allegation or incident will be investigated by the appropriate member of staff as required (i.e. teacher or leadership team member). The investigation will afford all those involved natural justice and will treat all parties involved with respect and support. Parents and caregivers will be notified of incidents involving their children as soon as practical.

## Consequences of Allegation or Incident

Whilst any discipline outcome for the students who perpetrated the bullying will include appropriate consequences, they will also be supported through a process of restorative discipline that mends relationships and identifies strategies for maintaining more appropriate behaviours in the future. However, it must be acknowledged that repeated or extreme cases of bullying may lead to the perpetrator being stood-down, suspended, excluded and/or expelled.

It is also a priority to support those impacted by the bullying behaviour, including opportunities to discuss strategies that will assist them in dealing with any future situations. Ongoing monitoring of individuals will be allocated to an appropriate staff member.

Parents or caregivers will be notified of the outcome of the bullying allegations involving their child.

## Documentation of Allegation or Incident

All allegations and incidents of bullying will be documented. The details entered into the note must include the:

- Date and time of the alleged incident of bullying;
- Location that the bullying allegedly took place (e.g. playground, classroom, toilets, bus, verandah etc...);
- Type of bullying that allegedly occurred (e.g. physical, verbal, covert, psychological, cyber etc...);
- Names of the students who were the alleged perpetrators of the bullying, recipients of the alleged bullying and those who were bystanders during the alleged;
- Outcome of the investigation into the allegation;
- Consequences and support plan for each of the students involved, including detail regarding the notification of parents or caregivers;
- Plans to review the ongoing behaviour and interactions of the students involved, including details about the staff member who will undertake the future monitoring.

# **Anti-bullying Policy**

## **Compliance and Monitoring**

Birali Steiner School take reasonable steps to increase awareness of bullying and its consequences through:

- Awareness - regularly raise awareness of bullying with staff, parents and students.
- Training staff - regularly educate and train employees (especially senior staff) appropriately on how to prevent and manage bullying;
- Instructing students – how to identify what bullying is and is not and that in the first instance to report directly to their classroom teacher;
- Dispute resolution - awareness, promotion and implementation of Birali Steiner School Complaints Policy and Procedures;
- Record keeping, monitoring, reporting - keep appropriate records, monitor and report on bullying issues;
- Culture - removal of any discriminatory or offensive materials, rules and practices, and encouragement of employees and students to contribute to a healthy school culture.