



## Students

GUIDELINE TITLE	<b>Anti-Bullying</b>
DOCUMENT ID	3.06
APPLICABLE TO	All Students and Staff of the College Parents and Caregivers
DOCUMENT OWNER	College Principal
APPROVAL DATE	
APPROVED BY	College Board
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RELATED DOCUMENTS	

### Purpose

Margaret Jurd College (the College) is a Ministry of the Uniting Church in Australia. A registered non-government secondary special school established to support disadvantaged young people who have complex needs due to the following:

- Mental health/behavioural disorder at a level that is recognised as a disability in accordance with the Department of Education and Training criteria.
- Complex trauma history
- Autism

Margaret Jurd College is dedicated to providing students with a supportive alternative to mainstream schooling. We embrace young people who want to complete secondary schooling that live with mental health conditions that can be seen as challenging behaviours.

## Policy

Margaret Jurd College maintains the rights of young people to be provided with a safe secure educational and living environment, free from bullying.

**Definition:** Bullying is an 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 can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have 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.

**Forms of Bullying:** Bullying can happen anywhere and take many forms. The following is a list of examples of bullying. Margaret Jurd College staff will deem any repetitious behaviour that encroaches on the safety, security and wellbeing of any other person as bullying behavior that will fall subject to the schools Disciplinary Procedure.

- Name calling.
- Dirty looks, rude gestures and comments.
- Social isolation from the group.
- Spreading of stories and rumours.
- “Joking” and “mucking about” that includes name calling, pushing, encroaching on another’s personal space.
- Harassment or discrimination based on race gender, disability, religion or physical attributes.
- Vilification.
- Hurting someone physically.
- Online slander of a student or people they care for from an individual or a group of individuals.

***Margaret Jurd College maintains a zero-tolerance policy for Bullying. All bullying behaviour will be addressed through the College disciplinary procedures and the programs provided.***

- Any bullying behaviour either reported to staff and or witnessed by staff is acted upon immediately and is subject to the Margaret Jurd College Disciplinary Procedure. Any ongoing bullying behaviour is referred to the Principal or the executive team for further action.
- The College investigates behaviour to ascertain the intent and the roles of the parties involved.
- If it is found that a child has been bullying another person/s then the bully will commence the disciplinary procedure as outlined in Margaret Jurd College disciplinary procedure guidelines.
- Within the disciplinary procedure bullying is treated in a specific manner in an attempt to change the bully’s behaviour through education and redirection.

- On the first occasion of bullying the student/s will be issued with a formal warning by the Principal. Notice of this warning will be sent home to parents. The student will also be given a detention and asked to write out the different types of bullying as written in the schools “Anti-Bullying Policy”.
- The College wellbeing staff will work with both the perpetrator and the victim targeting bullying by using solution focused strategies to prevent further incidents occurring. This can include meetings with local Police representatives to learn about the legal ramifications of bullying. Other interventions may include mediation between the victim and the perpetrator in a safe supported setting.
- After the College has exhausted the above-mentioned interventions, if bullying continues the student/s who are perpetrating the bullying behaviour will be subject to a long suspension as per the Margaret Jurd College Disciplinary Procedure.
- All other parties involved in the bullying will be disciplined along with the instigator of the bullying. This means that students who join in with the bullying behaviour and/or cheer or encourage the bully to continue to victimise another student will be subject the Margaret Jurd College Disciplinary Procedure.
- In the event that the bullying takes the form of a violent attack or intimidation at such a level that the victim feels their physical safety was threatened, the disciplinary procedure would commence at suspension level or immediate exit or expulsion as decided by the Principal.
- In the event the bullying behaviour is perpetrated using a carriage service and includes such behaviour as - inciting another student to harm or kill themselves, using illicit images to threaten or blackmail, a large number of people attacking a single or small number of victims etc., the Police will be notified immediately and the perpetrators of the behaviour will be suspended pending the outcome of an investigation.
- The victim of the bullying will be provided with the opportunity to access counselling and the family will be notified of the action taken by the College in writing.
- The College will support victims in pursuing legal outcomes through Police intervention if requested.
- All students maintain the right to confidentiality, for this reason the College will at no time disclose the names of the student/s that were found to be bullying the child to the victim’s family. The school does however hold no accountability if the victim discloses these names to their family members.

## Prevention

1. **PD/HEALTH/PE** incorporating education programs focusing on assertive behaviours, anger management, self-esteem, rights and responsibilities, what is bullying and self-responsibility.
2. **Cross curricular links** using text in English that cover the effects of bullying as well as different forms of bullying where possible.
3. **Wellbeing programs** targeting the above mentioned categories on an individual basis as well as focusing on the individual issues faced by the students in a one on one confidential setting.
4. **Referral** to specialist agencies e.g., mental health professionals, counsellors, medical practitioners etc.
5. **Family work** where possible to incorporate all parties in behavioural change strategies.