Kairos Community College

Student Anti-Bullying Policy

Purpose:	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur	
Scope:	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	
Status:	Approved	**Supersedes:** none previous
Authorised by:	Directors of the Board	**Date of Authorisation:** 15 Dec 2014
References:	• *Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)* • *Australian Education Act 2013 (Cth)* • *Australian Education Regulations 2013 (Cth)* • Kairos Community College Philosophy • Kairos Community College Student Bullying Reporting and Response Procedures • Kairos Community College Positive Behaviour Management Policy • Kairos Community College Child Protection Policy • Kairos Community College Disability Dinhscrimination Policy • Kairos Community College Student Code of Conduct • Kairos Community College Dispute Resolution Policy • Kairos Community College Dispute Resolution Procedures	
Review Date:	Every 2 years	**Next Review Date:** 15 Dec 2016
Policy Owner:	CYEO LTD	

Policy Statement

Kairos Community College has a zero tolerance approach to bullying.

Kairos Community College 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, Kairos Community College will implement the following actions:

- 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
- Develop and promote effective social skills and positive relationships amongst students

In order to respond appropriately to any incidences of bullying, Kairos Community College will:

- 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 appropriate safety measures.

Kairos Community College Student Bullying Reporting and Response Procedures 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.

Definitions
- Bullying : is a systematic and repeated abuse of power. In general bullying may be defined as:
  - dominating or hurting someone physically as well as emotionally
  - unfair action by the perpetrator(s) and an imbalance of power
  - 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.

- 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
- Verbal bullying: repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse
- 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
- Psychological bullying: for example, threatening, manipulating or stalking someone
- Cyber bullying: using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically

Responsibilities

School Responsibilities

Kairos Community College acknowledges its responsibility to:

- Raise awareness of bullying and how the school will respond to it
- Take action to help prevent bullying
- Implement a reporting mechanism for students and parents
- Educate students and parents on how to respond to bullying and how to report it
- Educate employees on how to appropriately respond to bullying
- Investigate and act upon all reports of bullying, including providing appropriate support and follow up.

Employee Responsibilities

At Kairos Community College employees have a responsibility to:

- Uphold and consistently apply this Policy
- Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and action in accordance with the Student Bullying Reporting and Response Procedures and Positive Behaviour Policy

Parent Responsibilities

At Kairos Community College students have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying to themselves or others
- Encourage their child to take steps to stop bullying as directed under this Policy/Student Bullying Reporting and Response Procedures/Positive Behaviour Policy
- Follow the Anti-bullying policy and procedures endorsed by the school.

Student Responsibilities

At Kairos Community College students 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/Student Bullying Reporting and Response Procedures/Positive Behaviour Policy
- Take individual responsibility to prevent bullying within a group context

Policy Review and Version Tracking				
Version	Date to be Reviewed	Person Responsible	Comments	Date Adopted
1	15.12.16	Mark Cornford	Policy developed	15.12.14