



KINGSWAY
CHRISTIAN COLLEGE
Cricos Provider #01855M

BULLYING PREVENTION POLICY

Definition of Bullying	Page 2
Prevention Policy	3
Response to Bullying	4

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BULLYING PREVENTION POLICY

Kingsway Christian College aims to proactively tackle the bullying issue and aims to provide sound support structures for victims of bullying. Bullying may occur physically, verbally, emotionally and may include the use of technologies such as cameras, phones, internet etc

All staff of the College have a duty of care to students, ensuring a safe and non-threatening environment for all.

Definition of Bullying

Physical	eg. hitting, punching, kicking the victim, taking or damaging the victim's property.
Verbal	eg. name calling, constant teasing, insults, racist comments, sexist comments.
Emotional	eg. excluding peers from groups, spreading rumours, stalking, interference with, or damage to personal property.
Cyber	eg. publication of photos, spreading rumours, damaging reputations

Common Characteristics of Bullies

- Often attention seeking
- They bully because they think they are popular and have the support of others
- They do not accept responsibility for their behaviour
- They have a need to feel in common with their peers
- They will continue to bully if the victim and observing peer group do not complain
- They show no remorse for hurting another child
- They have higher than average aggressive behaviour patterns
- Often have parents who bully them and support their child's aggressive behaviour

Common Characteristics of a Victim

Most children are approached by a bully at school at some time in their school years. It is often the child's response that will determine if they will be bullied again. Children who are highly vulnerable often become victims.

Such children:

- Often have poor social skills and lack confidence
- Believe that bullying is their fault and if this is the case they are unlikely to seek help
- Are desperate to fit in

In desperate cases, children who are repeatedly victimised see suicide as the only escape. For the majority of victims, emotional scars last a lifetime.

Prevention Policy

Purpose of Prevention Policy:

- To prepare students to manage and resolve conflict in non-aggressive and non-violent ways
- Although bullying instances are comparatively rare in the College, to further reduce the incidence of bullying in the College
- To create an opportunity for students and staff to develop the skills necessary to handle these situations with the minimum of distress
- To assist the College community to manage frustration and conflict in non-violent ways

This is done through:

The Kingsway Christian College Discipline Policy

- i. The policy is presented and discussed with students and parents / guardians in their entry interview.
- ii. The policy is reinforced within year groups.
- iii. The discipline policy is clearly reinforced with the students as they engage with it. This is also reinforced to parents of students who engage in bullying behaviours.
- iv. Parents are contacted with concerns regarding student's behaviour, whether victim or bully.
- v. Reported incidents of bullying are followed up quickly and carefully.
- vi. Victims of bullying are protected, cared for and followed up (Heads of Students, College Chaplain, Deputy Principal (Students)/Head of Primary).

- vii. Bullies are tracked / monitored.
- viii. Incidents of bullying e.g. where a child's immediate physical welfare is in jeopardy, are dealt with immediately.

The College Environment

- i. The College aims to be welcoming from the reception to the day-to-day classes. We aim to build trust between staff and students, mutual respect and a violence-free atmosphere.
- ii. Positive behaviours are modelled by all members of the College community.
- iii. Positive behaviours are acknowledged and rewarded e.g. affirmations, Merit Letters, etc.
- iv. Discipline system that is fair, firm and non-violent.
- v. A sense of belonging and empowerment for all members of the school community.

Response to Bullying

- i. On the report of an incidence of bullying the Head of Students / Deputy / Head of Primary will interview the victim in a safe setting away from the bully and other students.
- ii. The safety of the victim and his/her welfare is the prime consideration at this stage. Where a child is distressed a staff member will remain with the child.
- iii. Any witnesses are interviewed.
- iv. The bully is interviewed and allowed to speak freely to give their view.
- v. **Where bullying is evident this will be discussed with the bully and a first warning given (verbal).** Depending on the nature of the incident, the bully may incur further sanctions consistent with the College discipline policy. The bully is also warned regarding any revenge / having friends take revenge / further bullying of the victim.
- vi. The victim is provided with feedback including the warning for the bully and the implications should anything further arise. Ongoing support structures are offered e.g. from staff, counsellor, psychologist. The victim's parents are contacted.
- vii. **In the case of a second instance the bully will be given a contract to sign.** The bully's parents are contacted, including outlining further steps in the discipline system. Depending on the nature of the incident, the bully may incur further sanctions consistent with the College discipline policy.
- viii. **In the case of a third instance the bully will be suspended for one day.** A further case conference is held with the parents.

- ix. **In the case of a fourth instance in a year, the bully will leave the College.**
- x. A record will be kept of all reported incidents on the relevant student's file including details of harm to the victim, personal factors of the students involved, care / action taken on behalf of the College. And / or other agencies e.g. police, any underlying causes.
- xi. Any repeated occurrences/similar instances must also be documented.
- xii. Support for victim (and witnesses where applicable) is recorded.

NOTE:

In cases of severe bullying, the College's response may be escalated up to and including cancellation of student enrolment.

The Parents and Friends Association

The Parents and Friends Association will be provided with information regarding our no-tolerance programme (apart from information gained at entrance interview) and will be encouraged to be a part of the College-wide awareness programme.

Review

An annual review of the policy (as part of general review) will take place, or as the occasion arises.