



A hope and a future.

Summerland Christian Life Centre

Operating

Summerland Christian College

Bullying and Harassment Policy and Procedures

Rationale

This policy refers to how the College will manage bullying and harassment. At Summerland Christian College we seek to build a safe, positive and caring Christian environment in which we acknowledge that each human is uniquely created by God and therefore of immense value. We aim to reduce the incidence of bullying and harassment and work positively with students and families to grow strong and resilient individuals to positively impact the world.

This Policy and the associated Procedures are based on the 5 Core Values of Summerland Christian College.

1. Christ Centred.

Here at Summerland, we believe students thrive best in a supportive Christian environment. That's why we strive to create a caring and faith inspiring setting built on God's love. We provide a supportive Christian environment. Colossians 2:2-3

2. Academic Achievement.

Here at Summerland, we are committed to helping our students achieve outstanding academic results. Our dedicated teachers pursue excellence through innovative approaches to learning and by helping our students achieve their best. We have proven academic success. Isaiah 40:31

3. Personalised Education.

Here at Summerland, we believe God has created every student with a unique set of gifts and distinctive potential. That's why we are committed to providing unique pathways for each individual, enriching their development whilst adding academic value to their lives. We seek God's wisdom beyond the earthly in our teaching approach. We value the individual. Ephesians 2:10

4. Partnering with Parents.

Here at Summerland, we believe that students excel when parents and teachers combine for a tailored and supportive approach to their education. That's why we facilitate and encourage parental insights and participation in each child's learning and academic progress. We encourage partnership with each family. Proverbs 22:6

5. The Living Word.

Here at Summerland, we stand on the Word of God and its scriptures as foundational and life transforming. We believe that the Bible is God breathed and our handbook for wise choices and joyful living. We acknowledge our dependence on the empowerment of the Holy Spirit to live as God intended. We are Bible based. Joshua 1:8

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Bullying Definition

The national definition of bullying for Australian schools says:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and 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.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance);
- not liking someone or a single act of social rejection;
- one-off acts of meanness or spite; or
- isolated incidents of aggression, intimidation or violence.

However, these conflicts still need to be addressed and resolved using the College Behaviour Management Policy and Procedures.

Proactive Strategies

At Summerland Christian College we implement a range of strategies to minimize bullying. These strategies include:

1. Encouraging caring and loving behaviours in students, and teach relevant Biblical principles;
2. Active supervision of students duty in order to reduce these incidents of bullying;
3. Regular staff and student information sessions focusing on bullying behaviour and management strategies; and
4. Encouraging parents to contact the College immediately if they suspect bullying and to work collaboratively with the College to resolve issues.

Responding to Bullying

Our College processes for managing bullying and harassment are key to providing a safe and supportive College environment. Responding to incidents in a constructive, supportive and timely manner is critical. It is vital that our response includes restoring relationships and teaching about appropriate ways to relate to others in their responses.

Parents or other carers are often the first person that a child tells about bullying at school. Sensitive and respectful responses by parents can make a difference. Parents working together with the school is the best way to stop the bullying from happening again.

Ensuring that our students know how to report bullying can reduce the chance of bullying going unreported or students being reluctant to tell someone. Encouraging students to report bullying helps our College gain a more accurate picture of bullying in their community and provide help where it is needed.

College Procedures

1. All incidents will be treated seriously;
2. All students involved are to be interviewed;
3. Where possible students will provide a written statement;
4. The Head of School will determine and implement an appropriate Intervention Plan;
5. The Intervention Plan will be communicated with all stakeholders and stored on Sentral;
6. Support and counselling for those involved will be provided if requested or determined in the Intervention Plan; and
7. The situation will be monitored over the following two weeks.
8. If the bullying continues following the implementation of the Intervention Plan the child's enrolment will be cancelled.

Related Policies, Legislation and Resources

[Bullying No Way!](#) The Bullying. No Way! website for Australian schools is managed by the Safe and Supportive School Communities Working Group which has representatives from all states and territories, including the Catholic and independent schooling sectors.

[Kids Helpline](#) – Anytime. Any Reason. Kids Helpline is Australia's free, private and confidential 24/7 phone and online counselling service for young people aged 5 to 25.

[NSW Anti-bullying](#) The NSW Anti-bullying Strategy uses evidence-based research to support educators, parents and carers, and students to identify, prevent, and respond effectively to student bullying behaviours. The information on this website has been developed by the NSW Department of Education in consultation with the Association of Independent Schools of NSW and Catholic Schools NSW.