

Bullying Prevention Policy

Policy Ref. #: 862-20150504

1. Purpose

At Cornerstone, the focus is upon creating safe and caring and inclusive culture that promotes conflict resolution and resilience.

2. Scope

This policy relates to all Early Learning Centre, Primary and Secondary, staff and students.

3. Background

All children have a right to feel safe. The stance of the College is to be proactive in promoting a culture that does not condone or accept Bullying. This is the expectation of both students, staff and families. To eliminate bullying, we need to create communities of respect, connectedness, positivity, and restorative practice, where emotional and relational health and well-being is utmost priority.

4. Definitions

The following definitions will be found within this policy document:

"College": Cornerstone Christian College Ltd.

"Bullying": A repeated, persistent or systematic action by one or more people that violates another's right to feel safe or be protected. (Steve Heron – 'Bully Proofing' – The Art of Social Confidence for Children.) Bullying involves the abuse of power in relationships. It can be verbal, physical, social or psychological and includes such as acts as using digital media.

"Restorative Justice": The process of an offender becoming aware of how their actions have had an impact on another. This leads to an opportunity for empathy and a consequential change in behavior.

5. Legislation, Standards & Internal Policies

- Duty of Care Policy [854]*
- Child Protection Policy [858]*
- Student Behaviour Management Policy [865]*
- MCEECDYA National Safe Schools Framework*
- 'Bully Proofing' Steve Heron*
- Nurture Works: BUZology*
- Bullying Prevention Policy and Procedures for Schools (AISWA), 2012.*
- Kids Matter and Minds Matter*

6. Policy

The policy of the College is to;

- 1. To create a supportive climate and break down the secrecy surrounding bullying.*
- 2. To reduce the incidence of bullying.*
- 3. To counter the view that bullying is an inevitable part of school life.*
- 4. To provide staff, students, parents and community members with options to respond to bullying.*

7. Approved by

This policy has been approved by the Principal, Mr Bruce Douglas, on the 14 July 2015 and will be reviewed within twelve (12) months of this date.



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8. Review Schedule

DATE	REVIEW/ADJUSTMENT	APPROVED BY



Procedure

At the start of every year each teacher must outline class Rules or Agreements. They must be phrased positively (e.g. 'be respectful', rather than 'don't be disrespectful'. Statements affirming the need for positive relationships must be included in class rules.

Primary Teachers must also submit their positive behavior management strategies. All teachers have done the Professional Learning by Nurture Works: Buzology. This includes the Hopscotch Method of Conflict Resolution, and they are encouraged to use these and other tools to counteract negative behavior.

Health classes program lessons on Positive Friendships, Conflict Resolution, Resilience and Protective Behaviours.

Bible Lessons are to be taught within the context of our challenge to reflect the Nature of God in the Fruits of the Spirit (Galatians 5:22) and other scriptures that encourage positive relationships.

Students are encouraged to share difficulties and for there to be an environment of acceptance and love. Prayer forms an integral part of this.

If a student feels they are experiencing bullying, they are encouraged to discuss the situation with a teacher, a BUZ ranger (Primary) or a Pastoral Care worker. Bullying behavior by the perpetrator is addressed, recorded and given a consequence as stated in the Student Behaviour Management System, however causes and underlying issues are discussed with parents and may include intervention strategies such as guidance from a Pastoral Care Worker or an Individual Management Plan. Restorative Justice is encouraged and the 'victim' is given conflict resolution strategies and guidance in personal resilience. This is all dealt with under the Student Behavior Management Plan.

Students who are subject to secondary bullying after Restorative Justice must report to the Student Services Coordinator or HOS. Perpetrators will be issued with the appropriate level of discipline according to the Student Behaviour Management policy.