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PURPOSE

Wyong Christian Community School expects staff, students, and parents to give and receive respect within a secure, supportive, and caring environment. We endeavour to raise awareness of what makes students resilient, to develop strategies to reduce vulnerabilities and increase coping skills. WCCS rejects all forms of bullying behaviour and works to provide a safe, inclusive respectful learning community that promotes student wellbeing.

We take this position because we believe that ALL people are made in God's image, and ALL are therefore worthy of our respect.

"For we are God's workmanship created in Christ Jesus to do good works, which He prepared in advance for us to do." - [Ephesians 2:10](#)

Showing respect to others is one of the ways we can demonstrate our respect towards God as The Creator of all living things and towards one another as His creation.

DEFINITIONS

What is bullying?

Bullying behaviour has three key features:

- 1) It involves the intentional misuse of power in a relationship;
- 2) It is ongoing and repeated; and
- 3) It involves behaviours that can cause harm both online and offline.

Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property, or stalking.

Bullying can be:

- **Physical** – hitting, kicking, rude gestures, extortion, pushing, shoving, crashing on purpose, taking or damaging belongings.
- **Verbal** – name calling, insults, racist remarks, harassment, ridicule.
- **Psychological** – rumours, isolation from a group, intimidation, harassment.

A victim may sometimes display the following:

- Constantly turning away from another student;

- Always moving away from a student towards another section of the playground;
- Avoids attending class or school;
- Always walking in last or away from the rest of the class; and/or
- Lack of participation in class activities when in close proximity to the bully.

RESPONSIBILITY

Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, and contracted staff employed by schools, and students, parents, and carers.

We do this by:

- discouraging bullying behaviours;
- encouraging positive and caring behaviours;
- providing a "safe to tell" environment;
- reporting bullying incidents to appropriate staff;
- providing opportunities for restoration between bully and victim;
- intervening in bullying situations to discourage further occurrences; and
- implementing teaching and learning programs across the key learning areas including the self and relationships strand of the mandatory personal development, health, and physical education curriculum.

POLICY

In order to protect our students from any bullying occurring at school, WCCS has implemented a number of preventative measures online and offline:

1) WCCS ICT Policy

Our school policy regarding technology has a proactive focus on making positive choices.

It is underpinned by six tenets that are founded on biblical principles:

- i) Respect yourself
- ii) Protect yourself
- iii) Respect others

- iv) Protect others
- v) Respect property (including intellectual property)
- vi) Protect property (including intellectual property)

At the beginning of every year students in Secondary School undergo an education program regarding what each of these tenants mean and sign an agreement that they will use technology within this framework. Each classroom also has the tenets placed up on a wall for continual reference during appropriate teaching moments.

2) Mobile Phone Policy

- **Years K-10:** Students are encouraged not to bring mobile phones to school. Security and appropriate use of such devices is a concern for the school. There is a service that the office provides where they will look after phones if dropped there before school. Students in K-10 are not permitted to use a mobile phone during school hours and should not have it on their person or in their bag. For educational purposes they may choose to bring a PD to school (separate to a phone) which is to be used in accordance with the [WCCS ICT Policy](#).
- **Years 11-12:** Students are permitted to bring PD's and mobile phones into school. It is entirely at their classroom teacher's discretion as to how they are used in class. Students are allowed to use such devices in study periods and at recess and lunch times. There is an optional service that the office provides where they will look after mobile phones if dropped there before school.

HOW WILL WE RESPOND TO BULLYING?

Reports of student bullying can be made to any staff member at school. A teacher or school executive staff (such as the Principal, Assistant Principal, and Heads of School) at school will address the reported bullying in a timely manner.

Bullying can be reported by:

- parents
- students
- staff

- the victim

Bullying should be reported to:

- the Home Room teacher or class teacher;
- the teacher on playground duty; or
- any other member of staff the student feels comfortable with.

Our response to a report of bullying at WCCS may include:

1) Teachers

- Support the school in maintaining a safe, inclusive, and supportive learning environment;
- Model and promote appropriate relationships and behaviours;
- Promote a school culture where bullying is not acceptable;
- Teach students to identify, report and respond to bullying at school and online;
- Manage reports of bullying and escalate matters to the principal (or delegate) when necessary;
- Undertake professional learning activities to increase awareness of how to deal with bullying within the classroom and/or playground contexts;
- Incorporate anti-bullying content in teaching programs, where appropriate (e.g., PDHPE); and
- Confidentially communicate with other appropriate staff members and parents/carers of students involved, as required.

2) Non-Teaching Staff

- Refer any report of bullying to a teacher or school executive staff (Senior Leadership).

3) Principal (or Senior Leadership)

- Complete and implement the Anti-bullying Plan for their school;
- Maintain a positive school climate that includes respectful relationships;
- Identify patterns of bullying behaviour and initiate school action to respond; and

- Manage complaints about bullying in accordance with the Grievance Policy in the 'Community' subsection of the Staff Handbook.

4) Partnerships With Families and the School Community

- We are determined to maintain partnerships with our students, their parents/carers and the wider school community through positive communication and the promotion of positive relationships that respect and accept individual differences within the school community.

This policy applies to all student bullying behaviour, including online (cyber) bullying, and applies outside of school hours and off-school premises where students have been involved and there is a clear and close connection to the school.

The respective member of the Senior Leadership Team will determine the most appropriate course of investigation of the allegation. This may include consulting with the Assistant Principal and/or the IT Department of the school.

Once the events of the bullying have been reasonably established consideration will be given as to whether notification of further authorities is required. In situations where it is not clear consultation may occur with the Police or Community Services. Appropriate consequences will also be followed through with any perpetrator of bullying. The level of consequence will be reflective of the bullying that occurred and is at the discretion of the school.

In that instance the Police Liaison Officer will be the first point of interaction. The details of the local Police Liaison Officer are:

Senior Constable Kim Smith

School Liaison Police Youth Command

Mobile: 0437 778 707

Email: smit1kim@police.nsw.gov.au

MAINTENANCE & REVIEW

The Senior Leadership Team will review this policy annually to ensure that it meets best practice standards, complies with the applicable legislative and regulatory requirements, and meets the needs of the school.