



Policy Name	ANTI-BULLYING POLICY & PROCEDURES FOR YEAR 3-6 STUDENTS
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ANTI-BULLYING POLICY FOR YEAR 3-6 STUDENTS

Note: this policy has been written using language which should assist discussion with students in Years 3-6.

1. OUR POLICY

Moriah College cares about keeping students safe. At Moriah we want people to trust each other and work happily and safely together. We want everyone at Moriah to live by our values: commitment (*mechuyavut*), responsibility (*achrayut*), respect (*kavod*), integrity (*yoshra*) and kindness (*chesed*).

As part of this, **we want to stop bullying from occurring at Moriah.**

Everyone at Moriah needs to help us make this happen – including you. We want you to feel safe. You can also help stop bullying.

You need to:

- think about other people's feelings;
- behave properly and kindly;
- be careful not to hurt other people;
- respect the property and rights of others in the school community; and
- if you see bullying, tell a teacher or your parents or someone else who looks after you at home. Don't be a bystander.

You need to do these things, as a student of the College:

- at school;
- when online or using social media;
- on the way to and from school;
- at school excursions or school endorsed activities;
- when engaging with other Moriah students; and
- whenever you are representing the College, including when you are wearing your uniform in public or competing against other schools.

2. WHAT IS BULLYING?

'Bullying' is what happens when someone does something on purpose more than once that is mean and that upsets or hurts someone else. **Bullying is never OK. It feels awful.**

Sometimes, but not always, the bully is more powerful than the person being bullied. Power can come from being popular, strong or part of a group.

A bully might repeatedly hurt someone physically, or leave them out of a group or an activity, or say and do mean or humiliating things to them. Bullying can happen when people are together, or through online behaviour. Bullying can be obvious, but it can also be hidden.

If someone behaves in a mean or aggressive way just once, that isn't bullying – but it is also not respectful and it is not acceptable. If someone repeats that behaviour, it may be bullying.

Unfortunately, some people think that bullying behaviour is funny, or shows strength or toughness. This is not true. It is never funny or brave to threaten, confuse, worry, frighten, physically harm or humiliate another person.

Moriah will not tolerate conduct of that kind.

For example, it might be bullying if someone:

- teases you or calls you names;
- makes unpleasant, negative comments about your nationality, family, synagogue, customs or appearance;
- makes homophobic and other hostile behaviours towards students relating to gender issues and sexuality;
- sends nasty or threatening text messages or emails to you;
- spreads rumours or sends nasty messages about you behind your back, including in chat groups or on any form of social media;
- posts something negative about you (including embarrassing photos or video clips) including on social media;
- makes you do things you do not want to do, including doing someone else's school work;
- demands money or food from you;
- deliberately leaves you out of an activity or ignores you;
- otherwise tries to isolate you, for example by preventing you from being friends with others or being part of a group;
- intimidates or makes threatening or rude signs to you;
- damages or hides your things or steals your property;
- physically abuses you, including hitting, kicking or pushing you; or
- threatens you with consequences for reporting bullying actions or behaviour.

It might also be bullying if someone *threatens* to do any of these things.

It can be bullying if these things happen for reasons including your nationality, family, sexuality, synagogue, customs, friendship groups, or appearance – or for no reason at all.

It is not usually bullying when:

- there is a one-off unpleasant incident for an individual student;
- students argue or just don't get along well;
- teachers take reasonable disciplinary action against students; or
- a fight or disagreement happens between two people who have equal power.

INAPPROPRIATE SEXUAL BEHAVIOUR

Inappropriate sexual behaviour can also be bullying and is never acceptable at Moriah.

Inappropriate sexual behaviour by a student means anything a student does that involves sex – talking or texting about sex, touching another student in a sexy way or doing something sexual – in a way that is not age appropriate for those students, or if the other student doesn't want it to happen. For example, it might be inappropriate sexual behaviour if someone:

- makes sexual comments or jokes to you;

- asks uncomfortable questions about your private life or your body;
- hugs, kisses or touches you when you don't want them to; or
- sends you messages, images or emails that are about sex or private body parts.

Inappropriate sexual behaviour might make you feel bad, embarrassed or scared.

3. WHAT CAN YOU DO ABOUT BULLYING?

Bullying is never OK.

If you think you are being bullied or if you see bullying behaviour, you should speak up. You need to be an 'upstander'. You should tell a teacher, or your parents or someone else who looks after you at home.

You might think that things will get worse if you tell an adult, but reporting bullying is not 'dobbing' – it is responsible behaviour that can assist the College to deal with the problem. It is the right thing to do and shows integrity. Social disapproval of bullying can prevent bullying from occurring and help to stop it when it is happening.

If you think you are being bullied or if you see someone else being bullied, don't ignore the problem or hope that it will just go away. Be a responsible member of the Moriah community.

If you think you are being bullied:

- if you feel safe to do so, try to tell the bully to stop;
- try to act unaffected or unimpressed;
- walk away – go somewhere safe;
- tell a teacher or a College Psychologist or report online; and/or
- tell your parent or person looking after you at home.

If you are being bullied online:

- don't respond to the message or image;
- save the evidence as a screenshot;
- block the sender and delete the message after you have shown it to your parents or a teacher and a 'snapshot' has been made;
- report the situation to the website or Internet Service Provider; and/or
- seek advice from your parents or a teacher.

If you see someone else being bullied, including online:

- refuse to join in;
- do not watch;
- if you feel safe to do so, try to tell the bully to stop;
- say something supportive to the person who is being bullied or invite them to join your group;
- tell the person being bullied that the other person's behaviour is not okay;
- report it to a teacher; and/or
- leave negative online conversations.

Also remember: it is not responsible behaviour to retaliate against a bully. It will not make them stop and you may end up being a bully too. There are better ways to solve problems and to handle your feelings.



4. WHAT WILL THE COLLEGE DO ABOUT BULLYING?

We want to stop any bullying that happens at the College.

College staff will treat every report of unkind behaviour, including bullying, very seriously.

The College will follow up every report and will take appropriate action. In serious cases, the College may involve the police and might suspend or expel the bully.

Anyone who tells the truth when reporting worrying behaviour, including bullying, will not be punished for making that report.

On the other hand, if a person lies about a bullying complaint or makes a complaint maliciously or otherwise in bad faith, the College will take whatever action it considers appropriate.

5. QUESTIONS

If you have any questions or concerns about bullying at the College, please talk to your teacher, a College Psychologist or Deputy Head Student Development and Behavioural Management, as soon as possible. You can also access confidential counselling services via the Kids Helpline: 1800 551 800