



<b>Policy Name</b>	<b>ANTI-BULLYING POLICY &amp; PROCEDURES FOR YEAR 7-12 STUDENTS</b>
<b>Policy Document No.</b>	<b>SAF.007.1c.4</b>
<b>Head of Policy</b>	College Principal
<b>Management Responsibility</b>	College Vice Principal Head of Primary School
<b>Attention</b>	<ul style="list-style-type: none"><li>• Students</li><li>• Staff</li><li>• Parents and Guardians</li></ul>
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<b>Related College Policies</b>	<ul style="list-style-type: none"><li>• Anti-Bullying Policies &amp; Procedures (Years K-2 and Year 3-6)</li><li>• Anti-Bullying Policy &amp; Procedures – Additional Information for Parents</li><li>• Anti-Bullying Policy &amp; Procedures – Additional Information for Staff</li><li>• Behaviour Management Policy &amp; Procedures</li><li>• Child Protection Policy &amp; Procedures</li><li>• Child Safety and Wellbeing Policy</li><li>• Code of Conduct - Staff</li><li>• Complaints and Grievances Policy &amp; Procedures</li><li>• Inclusion Policy</li></ul>
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<b>Endorsed By</b>	Board of Directors
<b>Access</b>	<input checked="" type="checkbox"/> College Intranet (Staff & Parents) <input checked="" type="checkbox"/> College Website <input type="checkbox"/> Staff Intranet only <input type="checkbox"/> Restricted - Board and/or College Executive



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## **ANTI-BULLYING POLICY FOR YEAR 7-12 STUDENTS**

### **1. OUR POLICY**

Moriah College cares about the safety and welfare of its students, and aims to create an environment in which students can learn and grow without fear and without being treated unfairly. As part of this, the College strives to create a school-wide culture of support and trust, which allows all students to flourish.

These aims are in keeping with the College's values of commitment (*mechuyavut*), responsibility (*achrayut*), respect (*kavod*), integrity (*yoshra*) and kindness (*chesed*).

Everyone at Moriah needs to be involved so that we can meet these aims – staff, parents, and all students – including you.

As a student at Moriah, we want you to feel safe. To achieve this, you have a role to play in preventing and dealing with bullying.

You have a responsibility to:

- consider the impact of your actions on others;
- behave in a way that is not harmful to others and respects the differences and diversity of individuals;
- respect the property and rights of other students and staff; and
- be a responsible bystander – an 'upstander' – and report bullying to a staff member.

You have these responsibilities, as a student of the College:

- on the way to and from and at school;
- whenever online or using social media;
- on school excursions or at school endorsed activities;
- when engaging with 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 repeated, unreasonable behaviour that causes (or risks) a person suffering physical or psychological harm. The types of harm that bullying can cause include feeling distressed, intimidated, humiliated, threatened or vulnerable.

Usually, bullying involves an individual or a group misusing their power over someone else. Power can come from being physically strong, popular, or part of a group. The power imbalance might result from the context (eg having others to back you up); from physical characteristics or possessing a weapon; or from personal characteristics (eg being stronger, more articulate or more able to socially manipulate others).

Bullying behaviour can be verbal, physical or social. A bully might repeatedly hurt someone physically, or isolate them socially, or say and do mean or humiliating things to or about

them. Bullying can happen when people are together, or through online behaviour. Bullying can be obvious (overt) or hidden (covert).

Covert bullying behaviours are usually not easily seen by others, and mostly inflict harm by damaging another person's social reputation, peer relationships and self-esteem.

If someone behaves in a mean or aggressive way just **once**, although that isn't bullying – it is not respectful and it is not acceptable.

A fight or disagreement between two people who have equal power, also usually isn't bullying.

For example, it might be bullying if someone:

- teases you or calls you names;
- makes unpleasant, negative comments about your nationality, family, religious affiliation, customs or appearance;
- makes homophobic comments and other hostile or discriminatory behaviours towards students relating to gender issues or 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 and any other form of social media;
- posts something negative about you (including embarrassing photos or video clips) on social media;
- makes you do things you do not want to do, including doing someone else's school work;
- demands money, food or other items from you;
- deliberately leaves you out of an activity, or ignores you;
- otherwise tries to isolate you, eg by preventing you from being friends with others or being part of a group;
- intimidates or makes threatening or rude signs to or about you;
- damages or hides your things or steals your property; or
- physically abuses you, including hitting, kicking or pushing you.

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, religious affiliation, customs, friendship groups, or appearance – or for no reason at all.

Each of these types of behaviour, **if repeated**, might be bullying. It might also be bullying if someone experiences a few of these types of behaviours once each.

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; or
- teachers take reasonable disciplinary action against students.

Unfortunately, some people think that bullying behaviour is good fun, or shows strength or toughness. This is simply not true. It is never funny or courageous to threaten, confuse, worry, frighten, physically harm or humiliate another person and at Moriah we will never approve of that type of conduct.

## **INAPPROPRIATE SEXUAL BEHAVIOUR**

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

Inappropriate sexual behaviour by a student means behaviour that involves sex, talking or texting about sex, touching another student in a sexual way or doing something sexual in a context and way that is not appropriate for those students' age, or if the other student doesn't want it to happen.

Some inappropriate sexual behaviour could be **sexual harassment**. Sexual harassment is unwelcome behaviour of a sexual nature, if a reasonable person would think this behaviour could make you feel offended, humiliated or intimidated.

For example, it might be both inappropriate sexual behaviour (and sometimes also sexual harassment) if someone:

- makes sexually suggestive comments or jokes to you;
- asks intrusive questions about your private life, your physical appearance or your body;
- stares inappropriately at you;
- hugs, kisses or otherwise physically touches you inappropriately in a manner that is unwelcome; or
- sends you sexually explicit text messages, images, phone calls or emails.

### **3. WHAT CAN STUDENTS DO ABOUT BULLYING?**

Bullying is never OK.

As a student, if you see bullying behaviour, you should speak up – you need to be an 'upstander'. This includes your reporting any incident of bullying to a member of staff.

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 Moriah to deal with the problem. Standing up to and telling the truth about bullying shows integrity and is the right thing to do. 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 caregiver.

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;
- 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;
- leave negative online conversations;
- tell a teacher or a College Psychologist or report online; and/or
- tell your parent or caregiver.

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?**

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, or when bullying is ongoing, this might include suspension or expulsion.

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.

If bullying is very serious, the College may involve the police.

#### **5. QUESTIONS**

If you have any questions or concerns about bullying at the College, please talk to your Mentor, Head of Year/Stage or College Psychologist, as soon as possible. You can also access confidential counselling services via the Kids Helpline: 1800 551 800