



# Action Against Bullying Policy 2019

Live, Love, Learn  
Leave a Legacy



**BULLYING. NO WAY!** no one, no where, no way!

## Capalaba State College – Action Against Bullying Policy

### **QUEENSLAND SCHOOLS DECLARATION AGAINST BULLYING AND VIOLENCE**

The Queensland Schools Alliance against Violence (QSAAV) recognises the innovation and commitment of Queensland schools in promoting positive behaviour and providing safe environments for learning, and endorses the position that effective responses require the engagement of the community beyond the school gates.

### **OUR COMMITMENT AT CAPALABA STATE COLLEGE:**

- We strive to ensure all students are able to learn and work in an environment where they feel safe and are free from bullying and /or violence.
- We seek every opportunity to encourage school staff, parents and students to work together to develop the knowledge, understanding and skills that support learning, positive behaviour and constructive social relationships.
- We implement policies and strategies guided by current research on effective approaches to the prevention of bullying and violence.
- We use our role in the community to raise awareness that bullying of and violence toward children and young people are issues for the whole community and require a community response.

### **RATIONALE:**

All schools in Queensland are committed to taking action to protect students from bullying and to respond appropriately when bullying does occur. Capalaba State College takes the issue of bullying extremely seriously and does not tolerate behaviour that violates the right of all students to learn in a safe and secure environment. Capalaba State College will strive to build a positive culture where bullying is not tolerated.

### **SCHOOL COMMUNITY BELIEFS ABOUT BULLYING:**

It is important that students, staff and parents/carers have a shared understanding of what bullying is, how it impacts on people and the reporting and response mechanisms in place

at Capalaba State College. All staff are provided with professional learning activities to recognise both covert and overt bullying along with what actions to take once bullying is reported. Further, parents and carers of our students are welcomed and encouraged to speak up and discuss their concerns with members of staff in the endeavour to create a caring and supportive College environment.

### **WHAT IS BULLYING?**

#### **Capalaba State College definition of bullying:**

*Bullying is when someone (or a group of people) with more power than you repeatedly and intentionally uses negative words and/or actions against you, which causes you distress and risks your wellbeing. (National Centre Against Bullying)*

**At Capalaba State College we recognise that bullying can take many forms. These include:**

#### **1. Physical bullying**

This is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying.

#### **2. Verbal bullying**

Verbal bullying is repeated or systematic name calling, insults, teasing, intimidation, homophobic or racist remarks and verbal abuse.

#### **3. Covert (Social) bullying**

Covert bullying is often harder to recognise and can be carried out behind the target's back. It is designed to harm someone's social reputation and / or cause humiliation. Covert bullying includes:

- Lying and spreading rumours
- Negative facial or physical gestures, menacing or contemptuous looks
- Playing nasty jokes to embarrass or humiliate
- Mimicking unkindly
- Encouraging others to socially exclude someone else
- Damaging someone's social reputation or social acceptance.

#### **4. Cyber bullying**

Cyber bullying is overt or covert bullying behaviours using digital technologies. Examples include harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. Cyber bullying can happen at any time. It can be in public or in private, and sometimes only known to the target and the person bullying.

**It is also important to recognise what behaviour is not considered bullying. Such behaviours 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
- Isolated incidents of aggression, intimidation or violence.

While these behaviours would not be considered bullying (because they do not involve deliberate and repeated harm and a power imbalance) Capalaba State College takes them extremely seriously and they would be addressed through processes as described in the College Responsible Behaviour Plan. It is important that students, staff and parents/carers understand what bullying is, how it impacts on people and how bullying is responded to at Capalaba State College.

#### ***EDUCATIONAL PROGRAMS:***

*At Capalaba State College we use a range of educational strategies across different year levels including:*

- Explicit lessons are taught regarding bullying, bullying behaviours and the roles of different people in relation to bullying behaviours.
- The High Five Program is taught to support students with appropriate vocabulary and actions to be used when confronted by bullying behaviour.
- Explicit lessons are taught through both the *You Can Do It* Program and the *Positive Behaviour for Learning* process to give clear messages about appropriate social behaviours and the Colleges expectations in relation to respectful and safe behaviour.
- Classroom Teachers reinforce the *Action Against Bullying* messages through planned curriculum experiences, shared time and teachable moments.
- Extra Curricula experiences expose the students to a range of learning activities in relation to bullying such as the school based Police officer, Cyber Safety and other professional and community support agencies.

- Dedicated *Action Against Bullying* days are scheduled in the College calendar to promote awareness of the College's belief that bullying in all of its forms has no place at the College.

***PREVENTION PROGRAMS:***

*At Capalaba State College we promote effective social skills and positive relationships through the following:*

- The You Can Do It Program (P – 8);
- The Positive Behaviour For Learning process (P – 12); and
- The High Five Program (P – 8).

***RESPONSES TO BULLYING:***

Reports of bullying will be investigated and acted upon. Responses to bullying may include support for targets of bullying and perpetrators and/or disciplinary measures.

*At Capalaba State College we support targets of bullying and perpetrators by:*

- Friendship Groups
- Mediation between bully and victim
- Positive rewards and encouragement for good behaviour (PBL)
- Parents and Carers information and support

*At Capalaba State College the consequences for bullying might include the following:*

- Staff member intervention
- Admin intervention
- Mediation
- Confiscation of item/s
- Formal Warning
- Parental contact
- Time out
- Detention (lunch / after school)
- Referral to support specialists, eg. Guidance Officer, Advisory Visiting Teacher, School Based Youth Nurse, external agencies etc
- In school withdrawal
- Loss of privileges
- Restorative action
- Suspension 1-5 days

- Suspension 6-20 days
- Behavioural Improvement Condition
- Suspension with a recommendation for exclusion

### ***REPORTING AND MONITORING BULLYING:***

At Capalaba State College reports of bullying are taken seriously. Students are initially encouraged, in minor situations, to utilise the social skills they have been taught in class and attempt to communicate their feelings to others who are behaving inappropriately by following the 'High Five' concepts:

1. Ignore
2. Talk Friendly
3. Walk Away
4. Talk Firmly
5. Report

Once students have attempted to respond to the situation themselves they, and parents/carers, may need to report incidents of bullying in the following ways:

#### ***Students***

Student wanting to report bullying behaviour toward themselves or others can:

- Report the incident to a classroom teacher or teacher on duty;
- Report the incident to the Year Co-ordinator or Head of Department;
- Report the incident to a member of the Administration team;
- Tell a parent/guardian
- Tell a Year 10 Buddy (wears badge)
- Report to the Office of the e-Safety Commissioner ([esafety.gov.au](http://esafety.gov.au))

#### ***Parents***

Parents wanting to report bullying behaviour towards their child can:

- Telephone the teacher
- Telephone the College to talk to the Year Coordinator or Head of Department
- Telephone the College to talk to a member of the Administration team;
- Make an appointment with staff members of the College to discuss the incident; or
- Email concerns or incident details to the College email address at [info@capalabasc.eq.edu.au](mailto:info@capalabasc.eq.edu.au)

**THE PROCEDURES FOR ADDRESSING REPORTS OF BULLYING MAY INCLUDE THE FOLLOWING:**

**INITIAL REPORT OF BULLYING – TEACHER / YEAR COORDINATOR ACTIONS**

- Acknowledgement of bullying target
- Prompting of 'High Five' Strategies
- Address problem behaviour with bully
- Issue appropriate consequences which may include:  
Supervised Timeout, Accompany a teacher on playground duty, Parental Contact, Lunchtime detentions, Use of monitoring sheets, Mediation

(This list is a sample only of actions which may be used as every incident is treated individually)

**SERIOUS OR REPEATED BULLYING – REFERRAL TO HOD / ADMIN**

Consequences may include:

- Time out /Detention
  - Parent/student interviews
  - In school withdrawal
  - Loss of privileges
  - Support from Guidance Officer
  - Warning of Suspension
  - Parent Contact
  - Restorative action
  - Suspension
  - Behavioural improvement condition
  - Suspension with recommendation for exclusion
- (This is a sample only of consequences which may be issued as every incident is treated individually)

Reports of bullying will be collated and monitored to inform the school community about the extent of bullying and to identify particular areas of concern for future action. Data will be collected via periodical surveying and through staff, student and community feedback.

Capalaba State College also has an Action Against Bullying Committee to oversee this policy and to review its effectiveness.

