



# RPCS

**REGENTS PARK  
CHRISTIAN SCHOOL**

A K - 12 Christ Centred Learning Community  
A Ministry of Heartbeat Church  
Principal: Mr Les Barnard

## ANTI-BULLYING POLICY

*This policy should be read in conjunction with the RPCS Vision Statement and Mission Goals.*

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See also (related documents):  
DISCIPLINE POLICY

## RPCS Anti-Bullying Policy Statement

Regents Park Christian School seeks to be a Christ-centred learning community where all students are nurtured to know the Lord Jesus Christ, grow in Him and serve Him to their full potential.

As a Christ-centred community, we must follow the teaching of Jesus, including the greatest commandments:

*“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.” AND “Love your neighbour as yourself.” (Mark 12:30-31)*

The Apostle Paul clearly describes this love we are commanded to have for each other:

*“Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, and it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes; always perseveres.”(1 Corinthians 13)*

As a Christian community, we cannot tolerate bullying and acknowledge each person’s right to be treated with love, and free from harassment and bullying.

The School is committed to providing a safe, supportive and positive environment for students, staff and all other members of the school community. This is reflected by two of our key values, giving honour and building community.

Bullying often takes the form of relational aggression. This type of behaviour involves the intentional harm inflicted through the manipulation and destruction of peer relationships. This negative use of power to hurt or make another feel bad about themselves is behaviour that is contrary to the expectations of our core values.

The management of bullying issues, should they arise, will be within the framework of the school’s Anti-Bullying Guidelines.

# ***Anti-Bullying Guidelines***

## **1. Definition:**

- Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.
- Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).
- Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Examples of bullying behaviour:

- demeaning language;
- threats;
- verbal abuse;
- outbursts of anger or aggression;
- physical or verbal intimidation;
- excluding or isolating; and
- ganging up.

Other types of behaviour may also constitute bullying.

Behaviours that do not constitute bullying 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.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

(Reference <https://bullyingnoway.gov.au> )

## 2. Purpose of the Guidelines

### *Overview*

#### **Students, staff and parents can expect:**

- that all members of the Regents Park Christian School community will be safe from bullying behaviour and intimidation, whether in person or online.
- to know what is required of them and others in relation to the Anti-Bullying Guidelines
- that everyone involved will be provided with appropriate assistance should bullying occur.

#### **Students, staff and parents have a responsibility to:**

- promote positive relationships that respect and accept individual differences
- support the School's Anti-Bullying Guidelines
- actively work together to resolve incidents of bullying behaviour.

### *Specific responsibilities*

#### **Students are expected to:**

- behave appropriately with respect for and acceptance of others
- respond to incidents of bullying according to the Anti-Bullying Guidelines.

#### **Students can expect to:**

- know that staff will respond to their concerns
- be provided with appropriate support
- be involved with learning experiences that address issues, such as building positive relationships, personal safety, managing harassment and discrimination.

#### **Parents are expected to:**

- assist their children in understanding bullying behaviour and its consequences
- support their children in developing positive responses to incidents of bullying consistent with the Anti-Bullying Guidelines.

#### **Teachers have a responsibility to:**

- listen to and be open to assisting students who seek help with any problems that may arise through bullying
- respond in an appropriate and timely manner to incidents of bullying according to the Anti-Bullying Guidelines.

#### **Regents Park Christian School has a responsibility to:**

- provide learning experiences which promote a safe, positive and supportive environment
- ensure the Anti-Bullying Guidelines clearly identifies the behaviours that are unacceptable, strategies that may be used for dealing with bullying and consequences of inappropriate behaviour

- inform students, parents and staff about School expectations of behaviour as outlined in the student Handbook and about the Anti-Bullying Guidelines
- respond to reports of bullying, harassment, intimidation and victimisation
- provide students with positive strategies for responding to incidents of bullying including the responsibilities of targets, perpetrators and bystanders
- ensure all teachers receive on-going training as specified in the Anti-Bullying Guidelines.

### **3. Effects of Bullying**

Both those who are bullied and those who bully are negatively affected by bullying behaviours. Continual bullying can have serious short-term and sometimes long-term effects on the wellbeing of those involved.

### **4. Management**

There are various strategies used to manage bullying behaviour at RPCS. All identifiable reports of bullying will be taken seriously and responded to using these Guidelines. The most appropriate intervention is determined by the developmental stage of the student(s) and the circumstances involved in the specific situation.

There are also various levels of response which are determined by the seriousness of the bullying behaviour. At all times, the principles of procedural fairness should guide the resolution of bullying issues, with opportunities given to all concerned to have their perspective heard by those involved.

#### **5.1 Primary**

Students may report their concerns to any member of staff. The staff member will listen and reassure the student that the concerns will be taken seriously. All students will be given the opportunity to describe and explain their own behaviours.

##### ***Level 1 – First report of bullying behaviour***

Teacher to whom the first report is made by student or parent

- asks the student to provide details of what has been happening
- talks to the student(s) alleged to have bullied with a view to resolving the matter; this could also involve the student who reported the bullying
- informs the class teacher, if applicable, of the reported bullying and records in TASS.

## **Continued response to first report of bullying behaviour**

The class teacher, in consultation with the Head of Primary or Deputy Head of Primary:

- decides on an appropriate course of action which may include strategies such as:
  - removing the student who is alleged to have bullied from the class and/or playground, pending investigation
  - talking to the students involved
  - talking to the class
- could request the School Counsellor to talk to the class or to the students involved
- should discuss the social and disciplinary consequences of their behaviour with those who have bullied
- should involve the Coordinator or Deputy/Head of Primary in the deliberations.
- Informs parents of the outcome of the matter, including the coordinator or Deputy/Head of Primary as necessary.

The class teacher records actions taken which is kept on file. The Deputy/Head of Primary should monitor the students concerned to provide on-going guidance as needed.

## ***Level 2 – Continued bullying behaviour or report of extreme bullying behaviour***

- The class teacher, Coordinator, or the Deputy/Head of Primary may invite the parents of the student who has bullied to a meeting to outline:
  - consequences which may include:
    - review of access to relevant activities or play areas
    - removal from community with internal or external suspension
  - expectations of a change in behaviour.
- The class teacher, the Coordinator, or the Deputy/Head of Primary may invite the parents of the student who has been bullied to a meeting to outline the management plan of support for the student
- The Deputy/Head of Primary may organise a 'meeting of reconciliation' with the student who was bullied and the student who bullied
- The School Counsellor may meet with any students involved to provide on-going guidance as needed.

The class teacher, the Coordinator, or Deputy/Head of Primary:

- should monitor the students concerned to provide on-going guidance as needed
- may meet regularly with the parents involved as part of the management plan.

A record of the actions taken is made and kept on file by the Deputy/Head of Primary.

## 5.2 Secondary

Students may report their concerns to any member of staff. The staff member will listen, reassure the student that the concerns will be taken seriously and note details to pass on to the appropriate Dean of Students of the student. Students may also report in writing (e.g. email).

### ***Level 1 – First report of bullying behaviour***

A report is provided to the relevant Dean of Students who:

- removes student who is alleged to have bullied from the class and/or playground, pending investigation
- investigates the report, which may include interviews with those alleged to have:
  - been bullied,
  - bullied,
  - witnessed the bullyingall students involved will be given the opportunity to describe and explain their own behaviours
- in consultation with the Head of Secondary, develops an appropriate course of action
- ensures the student who bullied is aware of the social and disciplinary consequences that may ensue
- resolves the matter ensuring that offending students are aware that they are expected to change their behaviours.

A summary of the matter is made to all staff members teaching those students involved to provide on-going guidance and monitoring as needed. Where appropriate, the Counsellors should be included.

The Dean of Students places a summary of the matter and actions taken on file.

### ***Level 2 – Reoccurrence of bullying behaviour or report of severe bullying behaviour***

A report is made to the Head of Secondary who:

- removes student who is alleged to have bullied from class and/or playground, pending investigation.
- investigates the report which may include interviews with those alleged to have:
  - been bullied,
  - bullied,
  - witnessed bullyingall students involved will be given the opportunity to describe and explain their own behaviours.

- notifies parent(s) of student shown to have bullied, and organises a meeting with the parents, at which the student will be present for some part.

The Head of Secondary and relevant Dean of Students:

- will outline consequences, which may include:
  - withdrawal of privileges
  - detention or suspension
- will outline expectations of a change in behaviour
- may organise a 'meeting of reconciliation' with the student who was bullied and the student who bullied
- may facilitate regular meetings for the student who bullied, with the Dean of Students and Counsellor as part of the management plan.
- will organise a follow up meeting or communication with parents

A summary of the matter is made to the staff members teaching those students involved to provide on-going guidance as needed. Where appropriate, the Counsellors should be included.

### ***Level 3 (Primary or Secondary) – Continued bullying behaviour or report of extreme bullying behaviour***

Where bullying behaviour persists despite previous interventions, or where the bullying behaviour is extreme, the student will be placed on suspension from school for a period of time determined by the Principal or Head of Primary/Secondary.

Please see Discipline Policy – Forms of Suspension.

## **6. Confidentiality**

Confidentiality and privacy require that all staff must ensure that information regarding students is restricted to those who genuinely need to know. Furthermore, those people should only be told as much as they need to know and no more.

## **7. External Services**

- NSW Anti-bullying website: <https://antibullying.nsw.gov.au/>
- Beyond Blue Ph- 1300 22 4636, Immediate support: <https://www.beyondblue.org.au/get-support/get-immediate-support>
- Kids Help Line Ph -1800-55-1800, <https://kidshelpline.com.au/>
- eSafety Commission – cyberbullying <https://www.esafety.gov.au/key-topics/cyberbullying>
- Police Liaison Officer contact details:  
 Auburn Police Area Command Youth Officer,  
 Senior Constable Gabriella Di Marino  
 Email: [dima1gab@police.nsw.gov.au](mailto:dima1gab@police.nsw.gov.au)  
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