

BHCS Bullying & Harassment Policy (Simplified)

1. PURPOSE

Our school is committed to maintaining a safe and respectful environment for everyone, a place where bullying, discrimination, and any form of harassment is not tolerated. We believe in fostering acceptance and respect for diversity to ensure everyone can achieve their full potential. This policy is to ensure that everyone can learn and thrive without fear of bullying, discrimination, or harassment.

2. RESPONSIBILITY

This policy applies to all students, including interactions at or away from school, at school events, via online activities and during, both school, and non-school time.

3. EXPECTATIONS BASED ON THE SCHOOL'S CHRISTIAN ETHOS

Proverbs 3:29 (NIV): "Do not plot harm against your neighbour, who lives trustfully near you." This verse speaks about not planning to harm others, but instead try to create peaceful and respectful relationship with neighbours. This includes the students and staff who are neighbours in our classroom sitting at desks next to us or are classrooms next door or somewhere else in the School.

- Show respect and model positive behaviour towards others.
- Take responsibility for your safety and speak up when it is safe to do so.
- Provide a safe space for others to share their concerns and burdens.

4. SCHOOL VALUES IN RELATION TO BULLYING AND HARASSMENT

- 4.1. Respect and Acceptance:** We treat everyone with respect and value the differences between people in our school community.
- 4.2. Fairness and Equality:** We provide equal opportunities for all students regardless of their differences.
- 4.3. Inclusion and Accessibility:** We strive to make our school accessible to everyone, including those with disabilities.
- 4.4. Zero Tolerance:** We have zero tolerance for any form of discrimination, harassment, or victimisation.
- 4.5. Accountability:** We hold ourselves accountable for upholding these values and ensuring a safe environment for all.
- 4.6. Empowerment:** We aim to empower students to handle conflicts positively and without harm using a restorative approach.

5. WHAT IS BULLYING?

Bullying is when someone keeps using their power to hurt someone else **over and over again**, either with words, actions, or by ignoring them. It might mean they are physically hurting someone, scaring them, making them feel small, or treating them badly. It can happen face-to-face or online, and it can be obvious or hidden.

Bullying is something that can make the School an unfriendly place.

If it only happens once or it's just a disagreement between friends, it is not called bullying.

Bullying happens in lots of different ways.

- **Physical bullying** can include things such as hitting, tripping, pushing and purposely damaging or pretending to accidentally damage someone's property.
- **Verbal bullying** can include things such as name calling, insults, remarks about skin colour and saying mean things based on the fact that they are a boy or a girl, making nasty remarks about a person's religion, using put downs or making threats.
- **Indirect bullying** means things such as spreading rumours, excluding people from friendship groups, making jokes in a mean way, so a person feels embarrassed and humiliated, making fun of others by copying the way they talk or the things they do, and purposefully ignoring a person.
- **Psychological bullying** can include things such as following a person around everywhere both at school or away from school, trying to make them feel uncomfortable or unsafe and giving dirty looks.
- **Online bullying (cyberbullying)** is being mean to someone using the internet or a mobile phone or tablet. This might mean using social media, such as Facebook, Instagram or Snapchat or other chat programs and email. Our School has a Cybersafety & Digital Technology Policy that students have to follow to make sure that they know that they are not to do these things.

6. WHAT IS HARASSMENT?

Harassment can be similar to bullying. Harassment is unwelcome behaviour or treating someone badly because they might look different. Harassment is used to humiliate or intimidate another person.

Humiliation is when someone makes another person feel really embarrassed or small by saying or doing something mean to them in front of others.

Intimidation is when someone tries to scare or make another person feel afraid by using threats or mean actions.

7. WHAT IS DISCRIMINATION?

Discrimination is treating someone unfairly because they are different to you in how they look or act because:

- They come from a different country.
- They are a boy (male) or girl (female), which is also known as gender.
- They have a different religion.
- They have a disability.

8. WHAT IS VICTIMISATION?

Victimisation is when someone gets treated badly or hurt because they stood up for themselves or someone else, or because they refused to do something that is unfair or mean.

9. WHAT IT LOOKS LIKE IF SOMEONE IS BEING BULLIED OR HARASSED

When a person is being bullied, they might be afraid to tell someone because they feel ashamed or weak, or because they feel like telling someone will make it worse for them. If you notice any of the following things, you should tell someone like a teacher.

Sometimes you can tell if someone is being bullied because:

- They don't want to come to school or they avoid school.
- They stop hanging around with other students and keep to themselves.
- They act differently to before and are suddenly angry or sad.
- They don't want to talk about what is wrong with them.
- They have bruises or seem like they get hurt a lot.

10. HOW YOU MIGHT FEEL IF YOU ARE BEING BULLIED OR HARASSED

If you are being bullied, you could:

- Feel frightened, unsafe, embarrassed, angry, or like you are being treated unfairly
- Be unable to do your school work, sleep, eat or concentrate
- Feel like you cannot do anything about losing your friends or you keep having fights with your family
- Feel confused about what to do to feel safe again

11. HOW TO HELP STOP BULLYING OR HARASSMENT

Our School does not want to allow behaviour that makes people feel like they don't belong. We want students to let us know about bullying or harassment. No matter how it happens or why, it can make people feel bad for a long time (even if they are somebody who is just watching).

Students who are being bullied or harassed or who see this happening to someone else are encouraged to report it to someone they trust, such as a teacher, counsellor, chaplain or another staff member they know.

Teachers and other staff at the school try to ensure that they:

- Act as role models.
- Try to notice signs of bullying.
- Are around to ensure that bullying and harassment doesn't happen.
- Help students who are being bullied or harassed.

Students have the right to:

- Be treated fairly and respectfully.
- Report or tell someone about any issues of bullying, discrimination, or harassment without fear of someone taking revenge or retaliating.

Students should:

- Treat others with dignity and respect.
- Report or tell someone of any bullying, discrimination, or harassment that they see. Keeping things secret means that bad behaviour can continue.
- Avoid spreading rumours or gossip.
- Take responsibility for their own actions and behaviours.
- Refuse to be involved in any sort of bullying or behaviour that involves being mean to someone else.

12. WHAT THE SCHOOL TELLS PARENTS

We ask families to help prevent bullying by making sure that they:

- Look for certain signs related to bullying.
- Talk to their children about school and their friends.
- Talk to their children about what to do if they are being bullied and to tell them not to lash out at the other person.
- Come to school for a meeting, so we can come up with a solution together.
- Talk to the school if bullying is happening to someone.

13. WHAT THE SCHOOL DOES

The School is responsible for:

- Teaching students about how we expect them to behave.
- Keeping an eye on things and providing support to students.
- Helping students tell someone if they have worries or are concerned.
- Ensuring we have things in place that are fair and that we protect a student if they tell us that they or someone else is being bullied or harassed.

14. WHAT COULD HAPPEN TO THOSE WHO MISTREAT OTHERS?

Bullying, discrimination, and harassment can harm another person's wellbeing or how they feel about themselves and those around them. This behaviour is unacceptable because it makes the school an unfriendly environment. The School does not want to tolerate this type of behaviour.

There may be consequences for anyone who is found to behave in a way that harms the wellbeing of others. This could result in disciplinary action. In severe cases it may result in a student needing to leave the school.

15. HOW DO I GET HELP AS A STUDENT?

Students who experience or witness any type of unacceptable behaviour that could make someone feel unsafe are encouraged to report it to someone they trust, such as a teacher, counsellor, chaplain or another staff member in the school that they know. These people will seek to help students with the problem.

All reports of bullying and harassment will be handled confidentially. Students involved in a complaint should also keep things confidential to help protect everyone involved.

Students are welcome to seek support from various organisations such as Beyond Blue, Lifeline, or Relationships Australia for additional assistance and guidance. For further information about these, please see the full version of the Bullying and Harassment Policy that can be found on our website.

16. OTHER IMPORTANT DOCUMENTS

- [BHCS Student Code of Conduct](#)
- [BHCS Cybersafety and Digital Technology Policy](#)
- [BHCS Cybersafety webpage](#)
- [BHCS Bullying & Harassment Policy \(Full Version\)](#)