

Version	Approval Date	Details	Approved By	New Review
1	2018	New	School Board	2021
2	2021	Reviewed	School Board	2024

Anti-Bullying Policy

IQRA College recognises that a safe school environment requires active, consistent efforts by all staff members to promote awareness of bullying behaviour, reinforcement of pro-social behaviour and encourage reporting of bullying incidents. Islam explicitly forbids all forms of oppression and injustice. Thus, the College strives to promote an environment of mutual support and respect based upon Islamic values and fostering positive relationships among students and staff members.

This policy seeks to improve the school environment by addressing the problems of the bullying, the roles of the staff members and ensuring that all the students feel safe and happy in the school. IQRA College recognises the seriousness of bullying behaviour and strives to prevent bullying through a combined effort between teachers, parents and students.

Scope: All staff, parents and students

Resources:

- Educational and Training Reform Act 2006
- Educational and Training Reform Regulations 2007
- Privacy Act 1988
- National Privacy Principles
- Child protection policy/ duty of care
- Cyber bullying
- National Safe Schools Framework
- Student Wellbeing and Management Policy 2014
- IQRA School Yard Policy 2017
- Better Buddies Framework – The Alannah and Madeline Foundation
- Bill Rogers- Behaviour Management, a whole school approach 2014

DEFINITION

Bullying is a form of oppression. It is described as deliberate, hurtful gestures, words or actions that may be repeated over time.

It involves a desire to hurt and hurtful action in addition to a power imbalance and (usually) repetition. Bullying also involves an unjust use of power and evident enjoyment by the aggressor and a sense of being oppressed on the part of the victim.

EFFECTS OF BULLYING

Victims of bullying may suffer a number of short- and long-term serious side effects which may include:

- Depression, Anxiety, Low self-esteem, Truancy, Poor academic outcomes
- Difficulty developing close and intimate relationships based on trust
- More likely to parent children who exhibit victim behaviour (Boys who bully at school are more likely to have criminal convictions by the age of 24).

TYPES OF BULLYING

There are a number of different types of bullying behaviour:

Physical: Physical bullying involves fighting, kicking, punching, hitting, shoving, pinching, abusive gestures and moving in close on the target's personal space.

Verbal: Verbal bullying involves using words in a malicious way to cause distress to another and therefore feels powerful. This includes teasing, swearing, put-downs, spreading lies and rumours, stand-over tactics. Verbal bullying also involves abusive phone calls.

Social: Social bullying involves teasing in front of others, exclusion from groups, embarrassing a person in front of others.

Sexual: Sexual bullying involves obscene drawings and gestures, rude jokes about the target, brushing up against the target, touching the target when the target does not want to be touched and asking him or her questions of a sexual nature to shame and embarrass.

Racial: This can be expressed physically, socially or psychologically when one is labelled negatively as being different from others according to one's race.

WHAT YOU CAN DO ABOUT BULLYING

- Tell the person(s) involved to stop
- Ask other people to stop, if you observe them bullying someone
- If you are being bullied, or someone you know is being bullied, report it

YOU CAN REPORT IT TO:

- friend(s)
- parent(s)/caregiver(s)
- teacher(s)
- counsellor, sub-school coordinator, Deputy Principal, Principal, or your parents.

WHEN TO REPORT

- Report bullying as soon as it happens.
- Do not ignore it, it may get worse.

HOW WE RESPOND TO REPORTED INCIDENTS OF BULLYING

- We will listen and talk to the person who is being bullied and to the person(s) doing the bullying.
- We will put negotiated consequences in place for the person who has been bullying others. These may include a formal warning, contact with parents, take home suspension and / or exclusion and mediation processes.

These steps may change depending on the circumstance – each person and incident is different.

PREVENTION STRATEGIES

- We use our positive school values to foster an environment of respect
- We use curriculum through our Home Group Lesson program to teach students about respectful relationships
- Our school fosters a caring environment where students are related to as individuals



- We aim to teach students about violence prevention, conflict resolution, anger management and problem solving
- We develop policies to promote student safety
- We value and celebrate diversity

INTERVENTION STRATEGIES INCLUDE:

- Counselling for those bullied and bullying
- Contacting parents to discuss strategies
- Consequences for bullies (including suspension for cyber bullying that occurs outside the school)
- District services support

POST-INTERVENTION STRATEGIES INCLUDE:

- Monitoring those bullied to ensure their continued safety and wellbeing
- Checking that the bullying has stopped

Related Documents

Child Protection Policy

Student Wellbeing Policy

Positive Behaviour Policy

Self-Injury Response and Intervention Policy

Suicide Prevention Policy