



Bullying Policy

Purpose:	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur	
Scope:	Students, parents and employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements	
Status:	Current	Supersedes: 27/09/2018
Authorised by:	Board Chair	Date of Authorisation: 15 th June 2020
References:	<ul style="list-style-type: none"> • <u><i>Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)</i></u> • <u><i>Australian Education Act 2013 (Cth)</i></u> • <u><i>Australian Education Regulations 2013 (Cth)</i></u> • Cairns Hinterland Steiner School Student Bullying Reporting and Response Procedures • Cairns Hinterland Steiner School Behaviour Support Policy • Cairns Hinterland Steiner School Child Protection Policy • Cairns Hinterland Steiner School Anti-Discrimination Policy • Cairns Hinterland Steiner School Student Code of Conduct • Cairns Hinterland Steiner School Complaints Policy • Cairns Hinterland Steiner School Complaints Handling Procedures 	
Review Date:	Biennial	Next Review Date: 31/03/2022
Policy Owner:	School Board of Directors (Cairns Rudolf Steiner School Ltd)	

Issued by the:
Governing Body of the Cairns Rudolf Steiner School Limited

Mr Alan MacLean
Chairperson
Cairns Rudolf Steiner School Limited
Issued: 15th June 2020

Policy Statement

Cairns Hinterland Steiner School has a zero-tolerance approach to bullying.

Cairns Hinterland Steiner School is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

In order to prevent bullying from occurring, Cairns Hinterland Steiner School will implement the following actions:

- Raise awareness of the school community's shared understanding of what bullying is, how it impacts on people and how bullying is responded to at the school
- Develop and promote effective social skills and positive relationships amongst students

In order to respond appropriately to any incidences of bullying, Cairns Hinterland Steiner School will:

- Develop an appropriate mechanism for students and parents to report bullying
- Educate students and parents on how to respond, in the first instance, to incidences of bullying, and how to then report all incidences of bullying
- Educate employees on how to appropriately respond to reports of bullying
- Investigate and act upon all reports of bullying
- Take appropriate action, which might include support for targets of bullying and perpetrators and/or disciplinary measures.

Cairns Hinterland Steiner School's Student Bullying Reporting and Response Procedures explains the bullying reporting mechanism for students and parents, and details how employees will respond to reports, including that all reports will be investigated and acted upon, with appropriate support and consequences implemented.

Definitions

- **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.
- **Types of Bullying** - 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).
- **Effects of Bullying** - 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.

Responsibilities

School Responsibilities

Cairns Hinterland Steiner School acknowledges its responsibility to:

- Raise awareness of bullying and how the school will respond to it
- Take action to help prevent bullying
- Implement a reporting mechanism for students and parents
- Educate students and parents on how to respond to bullying and how to report it
- Educate employees on how to appropriately respond to bullying
- Investigate and act upon all reports of bullying, including providing appropriate support and consequences

Employee Responsibilities

At Cairns Hinterland Steiner School employees have a responsibility to:

- Uphold and consistently apply this Policy
- Respond appropriately to reports of bullying, including by investigating and acting upon reports of bullying, and by providing appropriate support and consequences in accordance with the Student Bullying Reporting and Response Procedures and Behaviour Management Policy

Parent Responsibilities

At Cairns Hinterland Steiner School students have a responsibility to:

- Encourage their child not to bully others
- Encourage their child to report bullying to themselves or others
- Encourage their child to take steps to stop bullying as directed under this policy, Student Bullying Reporting and Response Procedure and Behaviour Management Policy.

Student Responsibilities

At Cairns Hinterland Steiner School students have a responsibility to:

- Not engage in bullying behaviour towards others
- Report bullying occurring to them or others
- Take steps to stop bullying as directed under this policy, Student Bullying Reporting and Response Procedure and Behaviour Management Policy.

Implementation

- Cairns Hinterland Steiner School Student Bullying Policy clearly explains what bullying is
- The school has clear procedures in place to ensure it is ready to respond effectively
- Methods are in place to restore relationships and a positive learning environment for all students
- Strategies are in place to use at school and to share with parents/guardians in the home to resolve any issues

Compliance and Monitoring

- Bullying reports are collated and monitored via the Student Bullying Reporting & Response Procedures.
- The school's Annual Report will outline the number of bullying incidences that have occurred in the school and outcomes.