



ROLEYSTONE COMMUNITY COLLEGE

BULLYING POLICY

Overview

There is a nationally agreed definition of bullying which all Australian schools should now use:

“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.”

The key features of bullying are:

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

Actions

Roleystone Community College has a “no tolerance” approach to bullying of any kind.

Should bullying be reported to a staff member, that staff member will either support the child involved to restore the relationship between them and the bully involved, or alternatively will report the incident to an Associate Principal for the bullying to be resolved.

A process of Restorative Justice will be used to restore the relationship between the students involved.

What is not Bullying?

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Other Relevant Policies

Behaviour Management Policy
Mobile Phone Policy (Including Electronic Devices)
Good Standing Policy
Intentional Contact With a Staff Member Policy
Weapons in Schools Policy