

Bullying Policy

What is bullying?

Bullying is the repeated and deliberate misuse of power, with the intent to hurt another person physically or emotionally.

Bullying behaviours can include:

- **Verbal:** insults, name calling, teasing, offensive language.
- **Physical:** Pushing, hitting, kicking.
- **Social/Relational:** Exclusion, rejection, spreading rumors, gossiping.
- **Cyber:** Via texts, phone calls, social media applications.
- **Non-verbal:** Intimidation, invasion of personal space, spitting, staring.
- **Provocative:** Inciting others to behave in a threatening, racist, sexist or homophobic way.
- **Bystander:** those aware of or witnesses to the bullying situation. A supportive bystander may use words/actions to support someone who is being bullied.

Our Approach

Merredin College is committed to taking a restorative approach when managing incidents of bullying.

Policy Aims

All students should feel safe and valued, Merredin College seeks to achieve this by:

- Preventing bullying behaviours through whole school education, and by reinforcing the rights of all members of the school community. By working to heal harm caused by bullying incidents.
- Allowing those affected to express themselves, and what they seek to repair damage.
- Enabling the person who caused the harm to share their point of view, take responsibility and make amends.

Responsibilities

Staff, students and parents can all play a role in maintaining the restorative approaches used by Merredin College.

Staff

- Modelling appropriate behavior.
- Teaching conflict resolution skills, and intervening.
- Reporting all incidents and suspected incidents.
- Discourage retaliation.
- Inform the school if bullying is suspected.

Students

- Refusing to be involved in bullying.
- Supporting friends who have been bullied and reporting incidents.

Parents

- Encourage your child to report bullying incidents.

Bullying Policy Procedure

Merredin College is a zero tolerance school with respect to bullying. In accordance with the school's Behaviour Management processes, the Student Services team will conduct a thorough and rigorous investigation of all complaints of a bullying nature. The school will work proactively to change negative attitudes via an educational program.

The School employs a Restorative Justice model to respond to bullying reports.

Key Messages below:

- Treat others with Respect, no matter how they treat you.
- Treat yourself with Respect.
- Forgive others who do not treat you with respect.
- Resist your natural desire to pay back or take revenge.
- Apologise when you do not treat others with Respect.
- Support others who are not being treated with respect.
- Ask for support when other do not treat you with respect.

Students who commit bullying acts will be invited to engage in meditation as a condition of their return to mainstream classes.

Bullying Policy Flowchart

