

BORDER RIVERS CHRISTIAN COLLEGE

Cnr Gibson Street and Lilly Drive
Goondiwindi Qld 4390



Anti-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:	Approved	Supersedes:
Authorised by:	Principal	Date of Authorisation: 15 November 2019
References:	<ul style="list-style-type: none">• Education (Accreditation of Non-State Schools) Regulations 2001 (Qld)• Australian Education Act 2013 (Cth)• Australian Education Regulations 2013 (Cth)• Border Rivers Christian College Behaviour Management Policy Summary• Border Rivers Christian College Child Risk Management Policy• Border Rivers Christian College Disability Discrimination Policy• Border Rivers Christian College Child Protection Policy• Border Rivers Christian College Dispute Resolution Policy	
Review Date:	Every 2 years	Next Review Date: October 2027
Policy Owner:	Principal	

Version History

Version	Date	Notes
1.0	01 Nov 2019	Draft awaiting approval
1.0	15 Nov 2019	Approved
1.0	March 2022	Approved
1.1	March 2024	Amended and approved
1.2	October 2025	Amended and approved

Policy Statement

Border Rivers Christian College has a zero tolerance approach to bullying.

Border Rivers Christian College is committed to taking action to protect students from bullying and to respond appropriately when bullying does occur.

Our college is committed to fostering an environment where all students feel culturally safe, respected, and valued. Bullying of any form, including that which targets cultural identity, will not be tolerated

In order to prevent bullying from occurring, Border Rivers Christian College 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, Border Rivers Christian College 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.

Border Rivers Christian College Dispute Resolution Policy explains the 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 a systematic and repeated abuse of power. In general bullying may be defined as:
 - dominating or hurting someone
 - unfair action by the perpetrator(s) and an imbalance of power
 - a lack of adequate defence by the target and feelings of oppression and humiliation

It can occur at any age, across cultures, genders and socioeconomic groups. It can happen in the playground, toilet areas, to and from school or in the classroom.

- **Physical bullying:** this is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying
- **Verbal bullying:** repeated or systematic name calling or insults, homophobic or racist remarks and verbal abuse.
- **Covert bullying:** such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone
- **Psychological bullying:** for example, threatening, manipulating or stalking someone

- **Cyber bullying:** using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically
- **Cultural bullying:** any behaviour that demeans or excludes individuals based on their cultural background, language, customs, or beliefs.

Responsibilities

School Responsibilities

Border Rivers Christian College 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 Border Rivers Christian College 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 Border Rivers Christian College Dispute Resolution Policy.

Parent Responsibilities

At Border Rivers Christian College 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 Responsibilities

At Border Rivers Christian College 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.

Implementation

Border Rivers Christian College will regularly raise awareness of correct treatment of others, including by the development and implementation of the Border Rivers Christian College Student Bullying Policy, and via the clear support and promotion of the policy.

Border Rivers Christian College will regularly educate and train relevant staff and students in the prevention of student bullying.

Border Rivers Christian College will keep appropriate records, monitor and report on any issues relating to student bullying within the college community.

Border Rivers Christian College will encourage students, parents and employees to contribute to a healthy college culture

Compliance and Monitoring

Border Rivers Christian College will record bullying complaints in their school database system and all complaints will be dealt with in accordance with our Border Rivers Christian College Dispute Resolution Policy.