



**Emmaus**  
Christian College

# **Anti-Bullying and Harassment Policy**

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## 1 Purpose

The law imposes a legal duty on schools and school staff to take care of the safety and wellbeing of students and others in their care. This policy sets out the stance of Emmaus Christian College with regard to harassment and bullying matters.

**Phil 2:5 – ‘Your attitude should be the same as that of Christ Jesus.’**

## 2 Scope of Policy

This policy applies across Emmaus Christian College. It is recognized that it is beyond the scope of this Policy to cover all aspects of legal responsibilities; however, the policy is intended to provide direction for staff, students and families of the College.

## 3 Guiding Principles

It is the policy’s intent that at Emmaus Christian College:

- 3.1 All members of the Emmaus Christian College community have the right to be treated with respect and courtesy. We strive for a community established in love and respect. This embraces mutual respect between students, staff, parents and visitors equally.
- 3.2 The Emmaus Christian College encourages the participation of the school community in the development and maintenance of a safe school site.
- 3.3 Within the school community no form of bullying and harassment is acceptable
- 3.4 A safe, secure learning environment is to be provided for all.
- 3.5 Awareness of the issues involved in bullying and harassment should be available to students, staff and parents.
- 3.6 All reported incidents of bullying and harassment are followed up and that support is given to both the victim and the perpetrator.
- 3.7 Emmaus Christian College will actively discourage bullying and harassment through a number of personal development programs and will impart information, skills and strategies to students, staff and parents.

## 4 Definitions

**A safe and supportive school** – ‘In a safe and supportive school, the risk from all types of harm is minimised, diversity is valued and all members of the school community feel respected and included and can be confident that they will receive support in the face of any threats to their safety and wellbeing.’ *National Safe Schools Framework, updated 2019, Education Services Australia.*

**Children and students** - all learners enrolled in Independent Schools and Early Learning Centres who are minors.

**Parent** – natural parents, legal guardians and caregivers.

**Bullying** – is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons, leaving them feeling annoyed, uncomfortable, embarrassed or hurt. *National Safe Schools Framework, updated 2019, Education Services Australia.*

Bullying can take many forms, including:

- **Physical bullying** (causing physical harm: e.g., punching, kicking, fighting, damaging property, invading someone's personal space).
- **Verbal bullying** (e.g., name-calling, teasing, spreading rumours, demeaning someone, swearing, using offensive language).
- **Exclusion or social bullying** (e.g., leaving a person or group out of social or group activities).
- **Cyber bullying** – bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies – such as e-mail, chat room discussion groups, instant messaging, webpages or SMS (text messaging) – with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.
- **Sexting** - when sending sexually explicit messages or photographs via electronic devices may lead to public humiliation.
- **Victimisation** (e.g., standover tactics, extortion, picking on others and repeated exclusion).
- **Racial bullying** (e.g., bullying which targets a person's race or religion).
- **Sexual bullying** (e.g., touching or brushing up against another person in a sexual manner, using rude names, or commenting inappropriately about someone's sexuality or morals).
- **Continually overloading** a student with work, setting timelines that are very difficult to achieve, setting tasks that are beyond a student's ability.
- **Harassment** – is any type of conduct or behaviour towards another person which is offensive, humiliating, demeaning, derogatory or intimidating. Harassment can be verbal, physical, written or visual.

Harassment can take many forms, including:

- making offensive comments, or jokes, about a person's religion, physical appearance, dress or private life
- asking intrusive questions of a racial, religious or physical nature, or in relation to a disability
- using technology to post inappropriate comments about a person's religion, physical appearance, dress or private life.

There are also many distressing behaviours that are not regarded as bullying, even though they are unpleasant and often require intervention and management. These can include:

- mutual conflict
- social rejection
- single episode acts of nastiness or meanness
- random acts of aggression and intimidation.

## 5 Responsibility for implementation, monitoring, and continual improvement

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:

<b>Emmaus Christian College</b>
Executive Principal and Leadership
School Board (or Equivalent)

## 6 Related policies, procedures and support documents

This Policy is to be read in conjunction with, and is additional to, any other relevant Emmaus Christian College or AISSA policy, procedure or support document. All staff are required to comply with the provisions of any such documents, including the following:

Education and Early Childhood Services (Registration and Standards) Act 2011  
<http://www.legislation.sa.gov.au>

Children's Protection Act 2018  
<http://www.legislation.sa.gov.au>

Bullying and Harassment support  
<http://www.sa.gov.au/topics/education-and-learning/health-wellbeing-and-special-needs/bullying-and-harassment-information-advice-and-helplines>

National Safe Schools Framework, Safe Schools (Australian Government) website  
<http://www.deewr.gov.au/Schooling/NationalSafeSchools/Pages/overview.aspx>

Bullying No way  
<https://bullyingnoway.gov.au>

Sex Discrimination Act, 1984  
[http://www.austlii.edu.au/au/legis/cth/consol\\_act/sda1984209/](http://www.austlii.edu.au/au/legis/cth/consol_act/sda1984209/)

## 7 Resources

The Legal Obligations of a Teacher 2008, Drew Hopkins  
A Teacher's Duty of Care 2014, Dennis Sleigh

## 8 Revision Record

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