



# BULLYING PREVENTION POLICY

## POLICY DETAILS AND DOCUMENT MANAGEMENT

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Policy Level		Dissemination	For Application	For Information
Board	<input type="checkbox"/>	Board	<input type="checkbox"/>	<input type="checkbox"/>
School	<input type="checkbox"/>	Executive Staff	<input type="checkbox"/>	<input type="checkbox"/>
		Administrators	<input type="checkbox"/>	<input type="checkbox"/>
<b>Access</b>		All Staff	<input type="checkbox"/>	<input type="checkbox"/>
Open	<input type="checkbox"/>	Students	<input type="checkbox"/>	<input type="checkbox"/>
Restricted	<input type="checkbox"/>	Public (Website)	<input type="checkbox"/>	<input type="checkbox"/>

## REVISION HISTORY

Published	Version	Approved By	File Name

## GENEALOGY

This Policy replaces:
This Policy was cancelled and superseded by:

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# POLICY

Emmanuel Christian Community School is committed to providing a safe, Christ-centred learning environment where every student is treated with dignity and respect. The School promotes positive relationships, biblical conflict resolution through PeaceWise: Peacemaking principles and responses, and a culture aligned with our values of Community, Compassion and Integrity. Bullying in any form—physical, verbal, relational or online—is not tolerated. Reports of bullying will be addressed promptly, fairly and consistently through our Pastoral Care and Behaviour Management framework, ensuring accountability, restoration and the safety and wellbeing of all students.

This policy operates within the School’s Pastoral Care and Behaviour Management framework and must be read in conjunction with the Student Code of Conduct, Pastoral Care Policy, and Complaints and Concerns Policy and Procedure (Parents/Carers).

Bullying represents a breach of our core values and of the Student Code of Conduct. It is addressed through preventative, restorative and corrective discipline structures designed to protect dignity, promote reconciliation and uphold community integrity.

## BIBLICAL FOUNDATIONS

Emmanuel Christian Community School exists to provide affordable, Christ-centred education that equips the next generation to know God and serve Him in the community. In alignment with our vision of changing lives through Christ-centred education, this policy reflects our commitment to Community, Compassion, Excellence, Integrity, Prayer and Service.

Scripture calls believers to pursue peace, practice forgiveness, speak the truth in love, and seek reconciliation in broken relationships. Guided by these biblical principles, the School encourages students to take responsibility for their actions, extend grace to others, restore relationships wherever possible, and uphold justice when harm has occurred. These foundations shape our approach to conflict resolution, accountability and restoration within the school community.

The School’s response to bullying and conflict is therefore not merely behavioural management, but spiritual formation—teaching students to act justly, love mercy, and walk humbly with God.

## 1. DEFINITION OF BULLYING

The School adopts the nationally agreed Australian definition of bullying: an ongoing and deliberate misuse of power in relationships through repeated behaviour intended to cause physical, social, emotional or psychological harm.

Bullying is characterised by:

- Imbalance of power (real or perceived)
- Repetition or likelihood of repetition
- Intentional harm

## 2. CONFLICT IS NOT BULLYING

Conflict differs from bullying. It involves disagreement between students of relatively equal power and is typically situational rather than repeated.

**Conflict is not:**

- A once-off unkind comment or isolated incident
- A mutual argument or disagreement where there is a balance of power
- A single act of social rejection
- Simply 'not liking' another student

Emmanuel Christian Community School formally implements the PeaceWise program, which provides a biblical framework for peacemaking. PeaceWise teaches students the ways to resolve conflict personally and privately and where a dispute cannot be resolved personally to seek assistance from other people.

Students are explicitly taught to: overlook minor offences where appropriate; examine their own heart and responsibility; go directly to the person involved; seek mediation when required; and restore relationships in a manner consistent with Scripture.

Where behaviour does not meet the definition of bullying, restorative conversations, mediation and reconciliation processes are implemented in alignment with PeaceWise principles. Where harm occurs, accountability and appropriate consequences remain necessary.

### 3. TYPES OF BULLYING

- **Physical** – hitting, kicking, pushing, damaging property
- **Verbal** – name-calling, insults, discriminatory remarks
- **Relational** – exclusion, intimidation, gossip, extortion
- **Cyber** – misuse of digital platforms to harass, threaten or humiliate. Additional detail is provided below.

Cyber bullying is a form of bullying that can have an impact on children who use email, text messaging, chat rooms, social media, mobile phones, mobile phone cameras, discussion groups or web pages. Cyber bullying is covert psychological bullying as it involves repeated hostile behaviour that is intended to cause harm and distress.

**Methods of cyber bullying include:**

- Texting derogatory messages on mobile phones
- Sending threatening emails or online messages
- Forwarding confidential content on to other people
- "Ganging up" on one student and bombarding him/her with emails or online messages
- Setting up a derogatory web site dedicated to a targeted student and inviting others to comment
- Participants in a chat room saying derogatory comments about, or excluding someone
- Posting unwanted or nasty pictures of other students without their permission

Emmanuel Christian Community School reserves the right to apply the School's Bullying Policy if a student engages in cyber bullying behaviour towards another student or staff member of the school. The School can impose formal sanctions when any act of cyber bullying takes place that causes, or threatens to cause a substantial and material disruption, or interferes with the rights of a student or staff member to feel safe and secure. This may include parental notification, suspension and/ or exclusion from the school.

## 4. PRIMARY SCHOOL – RESPONSE FRAMEWORK

### Primary Response Stages

<p><b>Stage 1 – UNIVERSAL PREVENTION</b></p> <ul style="list-style-type: none"><li>• Explicit PeaceWise instruction embedded in classroom teaching</li><li>• Teaching Biblical principles</li><li>• Reinforcing School values: Community, Compassion, Integrity</li><li>• Positive reinforcement and restorative conversations</li></ul>
<p><b>Stage 2 – TARGETED INTERVENTION</b></p> <ul style="list-style-type: none"><li>• Incident documentation by Class Teacher</li><li>• Parent communication</li><li>• Deputy Principal notified (where repeated/serious)</li><li>• Behaviour support plan</li><li>• Chaplain/Pastoral support</li></ul>
<p><b>Stage 3 – INTENSIVE INTERVENTION</b></p> <ul style="list-style-type: none"><li>• Deputy Principal formal investigation</li><li>• Good Standing review</li><li>• Suspension where required</li><li>• Restorative conference and reintegration plan</li></ul>

## 5. SECONDARY SCHOOL – RESPONSE FRAMEWORK

### Secondary Response Stages

<p><b>Stage 1 – UNIVERSAL PREVENTION</b></p> <ul style="list-style-type: none"><li>• PeaceWise biblical conflict coaching</li><li>• Immediate restorative correction</li><li>• Behaviour recording where required</li></ul>
<p><b>Stage 2 – TARGETED INTERVENTION</b></p> <ul style="list-style-type: none"><li>• Head of Year investigation</li><li>• Parent communication</li><li>• Behaviour contract</li><li>• Chaplain/Pastoral referral</li><li>• Monitoring period</li></ul>
<p><b>Stage 3 – INTENSIVE INTERVENTION</b></p> <ul style="list-style-type: none"><li>• Deputy Principal investigation</li><li>• Good Standing review or conditional enrolment</li><li>• Suspension or exclusion, where warranted</li><li>• Restorative re-entry process</li></ul>

## 6. OFF-CAMPUS BULLYING

Emmanuel Christian Community School reserves the right to apply the School's Bullying Policy if a student engages in bullying behaviour towards another student from within the School or outside of School. The School can impose formal sanctions when any act takes place off-campus that causes, or threatens to cause a substantial and material disruption, or interferes with the rights of a student to feel safe and secure at school. This includes bullying or intimidation at shopping centres and while travelling to and from school on public transport. These sanctions may include suspension and/or exclusion from the School. These actions include the possibility of police being involved.

## 7. REPORTING AND COMPLAINTS PATHWAYS

Reports follow pastoral channels ([Teacher](#) → [Head of Year](#) → [Deputy Principal](#) → [Principal](#)). Formal complaints follow the Complaints and Concerns Policy ensuring procedural fairness.

## 8. CHILD SAFETY AND GOVERNANCE

This policy reflects the School's zero tolerance for abuse and commitment to the National Child Safe Principles. All actions seek to protect student dignity while maintaining accountability.