



# East Preston Islamic College

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## STUDENT ANTI-BULLYING AND HARASSMENT POLICY

<b>Last Review:</b> April 2023	<b>Constructed / Reviewed by:</b> East Preston Islamic College on advice from Russell Kennedy Lawyers
<b>Next Review:</b> April 2025 (and every two years thereafter in accordance with the College's cycle, or more frequently as required)	<b>Approval Required:</b> Leadership Team
	<b>Approval Date:</b> April 2023

- 1.1 East Preston Islamic College (the **College**) is committed to providing a safe, respectful learning environment that is inclusive and supportive for all students. All members of our College community have the right to be in an environment free from fear, intimidation, humiliation and harassment.
  - 1.2 Bullying, in any of its forms, will not be tolerated at the College and will be treated seriously. Our approach is drawn from, and inherent in the teaching of Islam.
  - 1.3 Knowing exactly what bullying is and understanding why it happens are critical to finding positive and lasting solutions for everyone involved. Students can play various roles within the bullying dynamic. Understanding the peer group is central to understanding bullying.
  - 1.4 Bullying of any form or for any reason can have long-term negative impacts. Intervening appropriately to respond to or prevent bullying is essential. Dealing with bullying involves tapping into their motivations and understandings of the social situation. The reasons for bullying will be found below the surface by investigating issues of power, norms and social status, tolerance and diversity. Exploring these areas and how they influence students' interactions and behaviour can provide essential insights into the most appropriate responses.
- 2.1 This policy applies to students enrolled at the College. A Year 12 student is considered to be enrolled until the business day after the completion of their final exam.
  - 2.2 The application of this policy is not limited to the College to all activities and events that are College-related, including when students are:
    - 2.2.1 On College grounds.
    - 2.2.2 At any in College related activities or representing the College (including for example camps, events, excursions, incursions, retreats, sport, awards nights).
    - 2.2.3 Representing the College, including when off campus, or in a digital environment.
    - 2.2.4 Travelling to and from College, as well as to and from off-site activities.
    - 2.2.5 Wearing the College uniform.
    - 2.2.6



invitations of a sexual nature, showing explicit images without permission and

- 5.1.6 **Psychological**- spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, voice and text messages, inappropriate use of camera phones, photographic and video images, inappropriate use of social media.
- 5.1.7 **Indirect**- influencing or organising someone else to bully or harass another person.
- 5.1.8 **Cyberbullying**. using email, text messaging, social media, the internet or other online forums to cause hurt or upset to another person. Further details are provided below.
- 5.1.9 **Exclusion** . deliberately excluding others, refusing to set next to someone.

6.1 Cyber-bullying is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking.

3 6.2 Cyber bullying can be particularly damaging because of the capacity to humiliate, hurt and

6.5.7 Disseminating confidential information about someone.

6.5.8 ~~Disseminating confidential information about someone.~~

8.2

- 9.2.11 Reassure the student it is never okay to be bullied.
  - 9.2.12 Reassure the student it is not their fault that the other person is behaving in such a way that makes the student feel the way they are feeling.
  - 9.2.13 Praise the student for speaking out, and acknowledge that talking about it takes lots of courage.
  - 9.2.14 Ask the student what they want the College to do in response (for example, a stop bullying conversation or a formal investigation). The College will consider a range of possible outcomes, including (but not limited to) the implementation of a class seating plan, assigning a mentor to the accused victim or bully or both, and referrals to wellbeing and support services.
  - 9.2.15 Reassure the student that the College takes their concerns seriously and that the College will follow up as quickly as possible.
  - 9.2.16 Ask the student if they feel safe in the short term, and consider whether interim preventative safety measures may need to be implemented.
- 10.1 The College has allocated the following responsibility and delegations in support of its commitment to prevent and manage bullying.

Principal





Students	<ul style="list-style-type: none"><li>• Follow College policies and procedures (including this policy and the Student Code of Conduct)</li><li>• Notifying a teacher if they witness or experience bullying</li><li>• Implement strategies teachers have suggested when responding to bullying</li><li>• Behave appropriately, respecting individual differences and diversity</li><li>• Take responsibility for ensuring other students can learn in a safe and supportive environment and contribute to the safety and wellbeing of others</li></ul>
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events such as the National Day of Action Against Bullying and Violence.