



# COOLUM BEACH CHRISTIAN COLLEGE

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## Student Bullying Policy

<b>Purpose:</b>	The purpose of this policy is to protect students from bullying and to respond appropriately when bullying does occur.	
<b>Scope:</b>	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	
<b>Status:</b>	Approved	<b>Supersedes:</b> June 2025
<b>Authorised by:</b>	College Board	<b>Date of Authorisation:</b> March 2026
<b>References:</b>	<ul style="list-style-type: none"><li>• Education (Accreditation of non-State Schools) Regulation of 2017</li><li>• Australian Education Regulation 2023</li><li>• Coolum Beach Christian College Child Protection Policy</li><li>• Coolum Beach Christian College Student Code of Conduct</li><li>• Coolum Beach Christian College Complaints Handling Policy</li><li>• Coolum Beach Christian College Complaints Handling Procedure</li></ul>	
<b>Review Date:</b>	Bi-annually	<b>Next Review Date:</b> June 2027
<b>Policy Owner:</b>	College Board	

## Policy Statement

Coolum Beach Christian College has a zero-tolerance approach to bullying.

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

In order to prevent bullying from occurring, Coolum Beach 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, Coolum Beach 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.

Coolum Beach Christian College's Student Bullying Reporting and Response Procedures explains the bullying 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, 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

## **Responsibilities**

### **School Responsibilities**

Coolum Beach 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 Coolum Beach 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 this Policy.

### **Parent Responsibilities**

At Coolum Beach 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 Coolum Beach 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**

- **Clear Anti-Bullying Policy**
  - A documented Anti-Bullying Policy is in place, outlining definitions, prevention strategies, reporting procedures, and response protocols.
  - Policy is reviewed regularly and accessible to staff, students, and parents.
- **Student Education and Awareness**
  - Bullying prevention is embedded in the curriculum through wellbeing programs, pastoral care, and classroom discussions.

- Students are explicitly taught about respectful behaviour, conflict resolution, and the impact of bullying.
- **Reporting Procedures**
  - Clear, confidential, and accessible reporting pathways for students, staff, and parents.
  - All reports of bullying are documented, investigated promptly, and managed in line with policy.
- **Restorative and Disciplinary Responses**
  - Responses may include restorative conversations, counselling support, and disciplinary actions where appropriate.
  - Support is provided to both the student who has been bullied and the student who has engaged in the behaviour.
- **Parental and Community Involvement**
  - Parents are informed and engaged in relevant processes and outcomes.
  - Regular communication with families promotes shared responsibility and awareness.
- **Promotion of a Positive School Culture**
  - Whole-school initiatives promote inclusivity, kindness, and respect (e.g. Harmony Day, peer mentoring programs).

#### **Compliance & Monitoring**

- **Confidentiality**
  - Confidentiality is maintained while ensuring appropriate follow-up and support for all parties involved.