



## Anti-Bullying Policy

*This policy addresses issues in relation to:  
Safe and Supportive Environment – Student Welfare 3.6.2*

*(See also Policies on Welfare, Behaviour Management and Counselling)*

### Statement of Purpose

*"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 threats to their safety and well-being"  
(National Safe Schools Framework)*

Al-Faisal College is committed to providing a safe and supportive teaching and learning environment for students and staff. The college's anti-bullying policy and procedures are underpinned by Islamic values of individual respect and acceptance of difference and diversity in our school community. At Al-Faisal College there is a zero tolerance of bullying behaviour in any of its many forms.

This policy is directed at both **preventing** and **responding** to incidences of bullying in the school community through a multi-faceted, long term, whole school approach.

Al-Faisal College aims to create a positive anti-bullying culture where it is acceptable and encouraged to report incidents of bullying.

The school is committed to a process that seriously and sensitively responds to reports of bullying by students or staff, victims or witnesses and provides a basis for working with the bully to modify their negative behaviour.

### Definition

Bullying is defined as repeatedly hurting another person who is less powerful – either physically, verbally, socially, psychologically or online.

Bullying is characterised by an imbalance of power - a group of students against a single child, an older child against a younger child or a physically stronger child against a weaker one. The behaviour is intentional, may be premeditated and is repeated over time.

Bullying can take many forms:

- **Physical**

Including hitting, punching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.



- **Verbal Abuse**  
Including name-calling, teasing, abuse, putdown, sarcasm, insults, threats, and demeaning language.
- **Social**  
Including ignoring, excluding, isolating, ostracising, alienating, making inappropriate gestures.
- **Psychological**  
Including spreading rumours, dirty looks, hiding or damaging possessions, malicious and email messages, inappropriate use of camera phones.
- **Cyberbullying**  
Through the use of social and other digital media; this may include offensive text messages, publishing private information creating hate sites implementing social exclusion campaigns on social media sites and random acts such as pranking.
- **Threats**  
Threats of violence, payback or harassment.

The policy sets out the processes for preventing and responding to student bullying. At the same time the school has a range of policies and practices including welfare and behaviour management policies that are applicable to student behaviour in general.

## Responsibilities

Al-Faisal College believes that preventing and responding to bullying is a responsibility of all members of the school community; staff, students, parents, caregivers and members of the wider school community.

School staff have the responsibility to:

- Actively supervise students in all areas of the school to ensure the safety of all students.
- Respect and support students.
- Model and promote respectful and inclusive behaviour.
- Implement fair and effective classroom management practices.
- Be knowledgeable of school policies relating to bullying behaviour.
- Reinforce student rights to a safe environment and protection from harm.
- Listen to and respond seriously and in a timely manner to incidents of bullying.
- Monitor students who have been involved in prior bullying incidents.
- Provide curriculum and pedagogy that supports and develops student understanding of bullying and its impact on individuals and their families.
- Record and keep any evidence of bullying behaviour (on Sentral if applicable) and make this available to the Coordinators (primary), or Faculty Coordinator & Welfare Assistants (secondary) and Head of College. Inclusive of witness statements, online conversations, text messages, emails etc.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity.
- Behave as responsible digital citizens.



- Behave as responsible positive bystanders by responding negatively to bullying and supporting students who are bullied.
- Report incidents of bullying to their teacher or members of the welfare team.

Parents and Caregivers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible online behaviour.
- Be aware of the school Anti-Bullying Policy and assist their children in understanding bullying behaviour.
- Support their children in developing resilience and positive responses to incidents of bullying.
- Report incidents of school related bullying to the school.
- Work collaboratively with the school to resolve incidents of bullying.

Community:

- All parents, family members and friends have the responsibility to report incidents of bullying involving school students to the Coordinator (primary) or relevant Faculty Coordinator & Welfare Assistants (secondary).
- Parents and students may contact outside authorities including the police to seek assistance and advice. The following contact is accessible on the school website or may be made available on request:
  - Senior Constable Rachel KENNEDY: [kenn2rac@police.nsw.gov.au](mailto:kenn2rac@police.nsw.gov.au) (primary)
  - Senior Constable Sanja DJURIC: [djur1san@police.nsw.gov.au](mailto:djur1san@police.nsw.gov.au) (primary)
  - Senior Constable Robert MACFARLANE: [macf1rob@police.nsw.gov.au](mailto:macf1rob@police.nsw.gov.au) (high school)

## Procedures for Responding to Notification of Bullying

All complaints of bullying will be treated seriously and in accordance with this policy. The principles of procedural fairness will be applied, which will allow students the right to be heard and a fair and impartial decision.

The School will determine the most appropriate methods of dealing with the complaint. These include:

- Reporting all incidents of bullying to the Coordinator (primary), or relevant Faculty Coordinators & Welfare Assistants (secondary), at the earliest opportunity.
- Investigating all cases and appropriate action taken in a timely manner.
- Interviewing the complainant and alleged perpetrator separately and privately and written statements taken.
- Interviewing bystanders when appropriate and statements taken.
- Based on the result of the investigation, the Head of College, Coordinators (primary)/ Faculty Coordinators & Welfare Assistants (secondary) will take appropriate action including the following:
  - Counselling victim/s and perpetrator/s and where necessary peer groups to arouse empathetic concern for the person being bullied and encourage positive ongoing behaviours.
  - Reassuring the victim that the bullying is not their fault, and outlining strategies to deal with bullying behaviours (developing assertiveness techniques, minimise opportunities for bullying, participation in self-esteem building activities).



- Modifying negative behaviour by:
  - reinforce to the perpetrator that it is the behaviour that is unacceptable not the individual
  - developing strategies for individuals to restore relationships with the victim.
  - reminding students of the difference between assertiveness and aggressive behaviour.
  - offering praise when the aggressor is seen to be behaving in an appropriate and positive manner.
- Refer victim/s and/or perpetrator/s to the school counsellor or as required.
- When appropriate notify relevant classroom teachers to monitor and support students and report any further incidents.
- Where appropriate notify and interview parents of all students involved.
- The Coordinator (primary), or Faculty Coordinators & Welfare Assistants (secondary), will take disciplinary action when bullying behaviour has been established. All such actions will be in line with the school's Behaviour Management Policy.
- All students involved will be formally notified of any action that has been taken and students affected will have the right to appeal to the Executive Principal.
- Regardless of the outcome of the investigation, the alleged victim and alleged perpetrator will be monitored by teachers and the welfare team for any signs of continued or new bullying.
- Following disciplinary action, students will be officially warned by the Head of College that further bullying behaviours will lead to increased disciplinary penalties.
- Where appropriate and as required by the school's legal obligations the Executive Principal/Head of College or delegate will notify outside authorities including police (refer to page 4).
- Records of the incident, including student/teacher statements, record of interviews and disciplinary action will be kept on file (Sentral) and with the Head of College for both primary and secondary

## Procedures for Preventing Bullying Behaviour

- Through Islamic Studies classes, daily prayer, Friday prayer and other occasions, Al-Faisal College promotes the Islamic values and rules which forbid hurting or harming others by any way and under any circumstances. From an Islamic and an Australian cultural perspective, it is emphasised that bullying is not accepted and will not be tolerated at the school.
- Positive in-school programs to develop students' understanding of bullying behaviour and its impact on themselves and others. These may include:
  - PBIS Program: focusing on the Al-Faisal College ROARS values (Respect, Ownership, Achievement, Resilience and Safety)
  - Years K-6: Harmony Day activities
  - Years K-6: Safety Internet Day activities
  - Years K-10: National Day of Action Against Bullying and Violence activities
  - Years 3-9: Liverpool Police presentation on Cyberbullying
  - Years 7-10: Positive Solutions - Bullying Resilience program
  - Year 7: Self-esteem workshops developed and presented by the school counsellor



- Year 6: Peer Support program aimed at developing friendships, challenging stereotypes, and encouraging assertive behaviour
- Year 10: Peer Support program with Year 7 students aimed at transitioning them into high school, developing friendships, challenging stereotypes, and encouraging assertive behaviour
  
- Develop a whole school focus through pedagogy and curriculum and other programs, to empower students with strategies for identifying, labelling and responding appropriately to bullying behaviour whether it is directed at them or witnessed by them.
- Notifications to parents to strengthen their understanding of the issues related to bullying.
- Monitoring and reacting to early signs of distress by roll call teachers, Faculty Coordinators & Welfare Assistants (secondary), and Coordinators (primary).
- Ensure students are confident that all cases of bullying behaviour will be treated seriously and confidentially.
- Survey students on their perceptions of bullying and on the frequency of bullying.

Date of Policy:  
January 2023

Proposed review date of  
policy:  
January 2024  
*or earlier where amendments in  
legislation require immediate policy  
reviews*