

## Anti-Bullying Policy

### Biblical Basis

Proverbs 15:18

<sup>18</sup> A hot-tempered man stirs up dissension, but a patient man calms a quarrel.

Matthew 7:12

“In everything, therefore, treat people the same way you want them to treat you, for this is the Law and the Prophets.”

Romans 12:9-21

<sup>9</sup>Love must be sincere. Hate what is evil; cling to what is good. <sup>10</sup>Be devoted to one another in brotherly love. Honour one another above yourselves. <sup>11</sup>Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. <sup>12</sup>Be joyful in hope, patient in affliction, faithful in prayer. <sup>13</sup>Share with God's people who are in need. Practice hospitality. <sup>14</sup>Bless those who persecute you; bless and do not curse. <sup>15</sup>Rejoice with those who rejoice; mourn with those who mourn. <sup>16</sup>Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. <sup>17</sup>Do not be conceited. <sup>18</sup>Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody. <sup>19</sup>If it is possible, as far as it depends on you, live at peace with everyone. <sup>20</sup>Do not take revenge, my friends, but leave room for God's wrath, for it is written: "It is mine to avenge; I will repay," says the Lord. <sup>21</sup>On the contrary: "If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head." <sup>22</sup>Do not be overcome by evil, but overcome evil with good.

1 Peter 5:1- 4

<sup>1</sup>To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: <sup>2</sup>Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; <sup>3</sup>not lording it over those entrusted to you, but being examples to the flock. <sup>4</sup>And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away

### Policy

Love is clearly taught as the manner in which we are to relate to one another. This is ‘agape’ love or God’s love and has the characteristics of respect, self-sacrifice, honour and forgiveness. At Illawarra Christian Education (ICE) we expect students and staff to display these characteristics and to live in harmony with one another. Bullying behaviour is clearly not acceptable. The two main biblical issues concerned with bullying are: the way others should be treated; and handling a grievance. Grievances will be dealt with as per the “Resolution of Issues” Policy.

### What is bullying?<sup>1</sup>

*Bullying is repeated verbal, non-verbal and/or physical attacks on a person by another person or group. It is intended to hurt, frighten, embarrass, humiliate, anger and cause discomfort. It is deliberate.*

---

<sup>1</sup> [See Appendix A](#)

Examples of bullying behaviours include:

- hitting, punching, jostling, pushing or spitting.
- threats.
- hiding, damaging or destroying property.
- using names offensive to you or abusive language.
- sexual abuse, including making suggestive comments, touching or grabbing.
- making insulting comments about another's culture, gender, religious or social background.
- putting a person down about his or her body, abilities or achievements.
- writing graffiti about others, including writing crude notes or making crude drawings.
- insulting or spreading rumours about people or their families.
- deliberate exclusion in order to hurt, frighten, embarrass or humiliate.
- causing another student to be afraid at school or on the way to or from school.
- offensive gestures, sounds, sarcastic laughter or derogatory looks.
- nasty electronic messages (eg. telephone calls, SMS, emails, Facebook or Twitter) which which cause annoyance.

In general usage the terms 'harassment' and 'bullying' are used synonymously. In the educational environment, however, 'bullying' is the term understood and used by students, staff and parents to describe the above behaviour. Throughout this document the term 'bullying' will be used exclusively.

### **The Effects of Bullying**

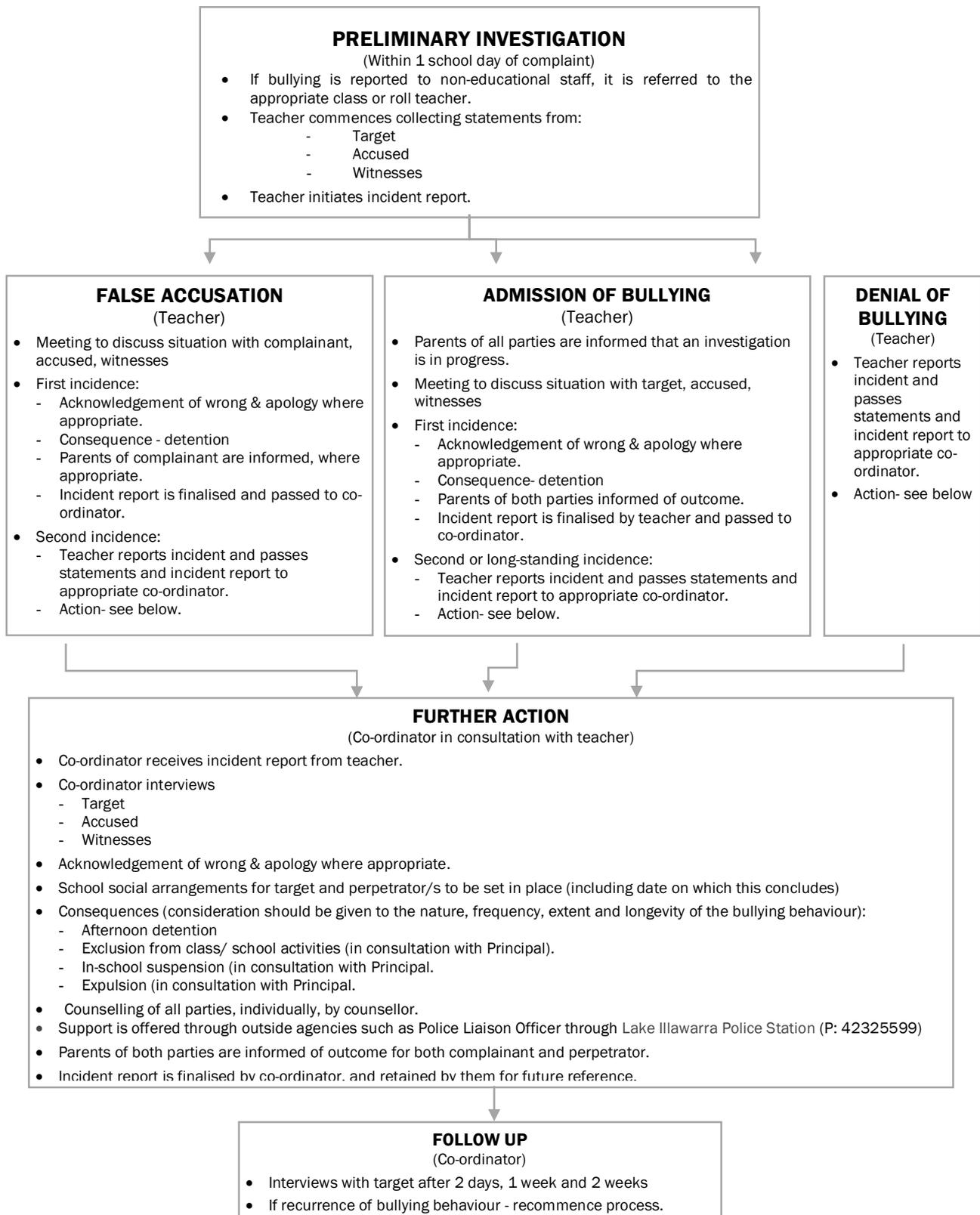
At the Illawarra Christian Education, bullying will not be tolerated. We have an expectation of RESPECT for all, whether they are students, staff, parents or visitors. We expect every member of our schools, from the youngest to the oldest student and all our staff, both to give and receive respect.

Everyone has the right to feel safe at all times.

Our goal is for a school community where people feel happy, safe and valued. *The Bullying Policy must apply if any intimidation, actual or perceived, is occurring or impacting during school hours.*

### **What can be done?**

All the writers on bullying agree that we must bring it out into the open. Shown below is the Action Plan that will be followed at the relevant ICE school in the reporting, dealing with and prevention of bullying.



### Policy History

Version	Revised By	Approved	Description	Next Review
1		December 2003	Initial Release	2006
1.1	K.Bosward	2 February 2006	Clarified scope and minor tweaks.	2010
1.2	G. Batten & C. Muscat	23 April 2010	Biblical Basis moved to Point 1 of policy & minor adjustments.	2013
1.3	G. Batten & C. Muscat	6 March 2014	Minor changes to title & body of policy – addition of support contact	2016
1.4	Exec Assistant to Exec Principal	Pre-approved October 2016	Change of operational name to ICE, Campus to School and reformatting	2017