

# Overnewton Anti-bullying Policy

- Overnewton Anglican Community College is an inclusive Anglican educational community and therefore does not tolerate harassment or bullying in any form.
- Our Christian values and foundation inform our actions and expectations.
- We are proud to belong to the college community and to respect the college values and culture.
- We aim to provide a safe and caring environment where personal growth and a positive self-esteem are nurtured.
- We accept that all people are different and acknowledge that everyone has a right to feel safe, supported and respected in his or her own right in an environment that is free from harassment and bullying.
- Every person has the right to be treated with respect as a worthwhile individual.
- It is the responsibility of all members of the Overnewton community to work collaboratively to ensure that this happens.



## **Prevention strategies and other anti-bullying programs**

Overnewton aims to achieve an environment free from harassment and bullying and has implemented a range of programs and structures across all levels of the college. These include specific classroom strategies and regularly reviewing the playground and surrounds (hot spots) where bullying is likely to occur. Raising awareness through student curriculum, up skilling staff and providing parent information and education is also vital to minimise bullying. Furthermore, the importance of community cannot be overstated at Overnewton and we aim to provide a safe and caring environment for the whole college community.

## **How the College will investigate harassment or bullying**

At Overnewton, incidents of harassment or bullying may be reported by a student, parent or staff member to the relevant Home Group Teacher, House Mentor or Head of House. In accordance with the *Taking Responsibility Policy*, the incident is then investigated and managed by the student's Home Group Teacher, House Mentor or Head of House and depending on the circumstances, the incident may be referred to the Deputy Head of School (Pastoral Care) or a member of the College Leadership Team (CLT), (Head of School, Head of Campus or Principal). At this latter stage, the parents of all students involved will be notified of the incident. If a person persists in harassment or bullying behaviour, the child's parents will meet with a member of College Leadership Team (CLT) to discuss the repercussions for the person/s involved – (see Appendix A).

At each stage of the investigation, records will be maintained. These documents are confidentially stored and remain on file for the entire time a student is at Overnewton.