

Bullying Prevention and Intervention Procedures (Queensland)

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Introduction

EREA Blended National Ltd ('Blended') is committed to providing a safe, supportive, inclusive and child-safe learning environment where all young people are treated with dignity and respect. Blended does not tolerate bullying in any form and is committed to preventing, identifying and responding to bullying behaviours to promote the safety, wellbeing and participation of all young people.

Purpose

This process describes EREA Blended National Ltd ('Blended') strategies to prevent young people from bullying other young people, and how incidents of bullying are to be managed.

Scope

These procedures apply to all members of the Blended Queensland school community, including young people, employees, volunteers, contractors and parents/carers.

Roles and Responsibilities

Role	Responsibilities
Principal	• promote and maintain a safe and respectful school environment • ensure reported bullying incidents are managed promptly, fairly and consistently • ensure appropriate records are maintained • provide support and intervention strategies for young people affected by bullying • monitor bullying trends and implement prevention and intervention strategies where required.
Staff	• model respectful and appropriate behaviour at all times • take reasonable steps to prevent and address bullying behaviours • respond to and report observed or disclosed bullying incidents in accordance with these procedures • maintain appropriate records of bullying incidents and actions taken • support young people affected by bullying and participate in preventative initiatives
Young People	• treat others with dignity, respect and inclusion • refrain from engaging in bullying behaviour, including cyberbullying • report bullying incidents affecting themselves or others • cooperate with staff during investigations and intervention processes • contribute to a safe and supportive learning environment
Parents/Guardians/Carers	• support the school's efforts to prevent and address bullying • encourage young people to report bullying concerns • communicate concerns to the school promptly • work collaboratively with the school to support positive outcomes for young people

Procedure Statement

Blended recognises its duty to young people to provide a safe and positive learning environment where individual differences and diversity within the School are respected and accepted.

Bullying is not tolerated at BlendED.

It is our process that:

- bullying is managed through a “whole-of-School community” approach involving young people, staff and parents/carers
- bullying prevention strategies are implemented within the School on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, young people and parents/carers to recognise bullying and respond appropriately
- bullying response strategies are tailored to the circumstances of each incident
- staff establish positive role models emphasising our no-bullying culture
- bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

Procedures

Bullying Prevention Strategies

BlendED recognises that the implementation of whole-School prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a “no-bullying” culture within the School:

- a structured curriculum and peer group support system, that provides age-appropriate information and skills relating to bullying (including cyberbullying) and bullying prevention, to young people over the course of the academic year
- education, training and professional development of staff in bullying prevention and response strategies
- regular provision of information to parents/carers, to raise awareness of bullying as a School community issue to equip them to recognise signs of bullying, as well as to provide them with clear paths for raising any concerns they may have relating to bullying directly with the School
- promotion of a supportive environment that encourages the development of positive relationships and communication between staff, young people and parents/carers
- promotion of responsible bystander behaviour amongst young people, staff and parents/carers
- reporting of incidents of alleged bullying by young people, bystanders, parents/carers and staff are encouraged
- regular risk assessments of bullying within the School are undertaken by surveying young people to identify bullying issues that may ordinarily go unnoticed by staff
- records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate
- statements supporting bullying prevention are included in young people’s School diaries
- education of staff, young people and parents/carers on health conditions to promote understanding and to reduce stigma and fear
- anti-bullying posters are displayed strategically within the School
- promotion of young person awareness and a “no-bullying” environment by participating in events such as the National Day of Action Against Bullying and Violence.

Reporting Bullying

Young people and their parents/carers are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse.

A key part of the School's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well providing assurance to young people who experience bullying (and parents/carers) that:

- bullying is not tolerated within the School
- their concerns will be taken seriously
- the School has a clear strategy for dealing with bullying issues.

Bullying incidents can be advised to the School verbally (or in writing) through any of the following avenues:

Process for Reporting Bullying Incidents

Bullying incidents can be reported to the school either verbally or in writing. Parents, carers, and young people are encouraged to use any of the following avenues to ensure concerns are addressed promptly and appropriately:

Reporting Avenues for Parents and Young People

Principal: David Gall
Phone: 07 3522 2944
Email: principal.qld@blendednational.edu.au

Steps in the Reporting Process

1. Initial Report

The incident is reported through one of the available avenues listed above.

2. Acknowledgment

The school acknowledges receipt of the report and may request additional details if necessary.

3. Investigation

The principal or delegate investigates the incident, speaking with relevant parties and reviewing any evidence.

4. Response and Support

Appropriate actions are taken based on the findings. Support is provided to all young people involved, including restorative practices where suitable.

5. Follow-Up

The school follows up with the reporting party to ensure the issue has been resolved and to offer ongoing support if needed.

Responding to Bullying

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the School:

- takes bullying incidents seriously
- provides assurance to the victim that they are not at fault and their confidentiality will be respected
- takes time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders
- takes time to understand the concerns of individuals involved
- maintains records of reported bullying incidents
- will escalate its response when dealing with persistent bullies and/or severe incidents.

Definitions

Term	Definition
Bullying	is the repeated and intentional behaviour of an individual or group that causes fear, distress or harm to another person and involves an imbalance or misuse of power. Bullying can involve humiliation, domination, intimidation, victimisation or harassment and may occur in person or online. It can take many forms, including physical, verbal, social and psychological bullying. Cyberbullying refers to bullying through digital platforms such as social media, messaging applications, online gaming or other electronic communication. In any bullying incident there are likely to be three parties involved: the person engaging in the bullying behaviour, the person being bullied, and bystanders. Bullying and related behaviours are contrary to BlendED's commitment to fostering safe, inclusive and respectful learning environments, promoting positive relationships, and upholding the dignity, wellbeing and rights of every person.
Harassment	is unwelcome conduct that offends, humiliates or intimidates another person.
Discrimination	is unfair treatment of a person based on a protected attribute, such as race, sex, disability, age, religion or other characteristic protected by law.

Forms of bullying

Bullying can take many forms including:

- **Physical bullying** which involves physical actions such as hitting, pushing, obstructing or using an object to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- **Psychological bullying** which is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.
- **Indirect bullying** which is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- **Cyberbullying** which is the ongoing abuse of power to threaten or harm another person using technology. Cyberbullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

What Is not Bullying

There are many negative situations which, whilst being potentially distressing for young people, are not bullying. These include:

- **Mutual Conflict Situations** which arise where there is disagreement between young people but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation
- **One-Off Acts** (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

Signs of Bullying

Major behavioural changes in a young person may be indicative of bullying. Such behavioural changes may include:

- crying at night and having nightmares
- refusing to talk when asked “What’s wrong?”
- having unexplained bruises, cuts or scratches
- an unwillingness or refusal to go to school
- feeling ill in the mornings
- a decline in quality of schoolwork
- becoming withdrawn and lacking confidence
- beginning to bully siblings
- acting unreasonably.

Implementation

This process is implemented through a combination of:

- staff training
- young person and parent/carer education and information
- effective incident reporting procedures
- effective management of bullying incidents when reported
- the creation of a “no-bullying” culture within the School community
- effective record keeping procedures
- initiation of corrective actions where necessary.

Source of Obligation

- Child Protection Act 1999 (Qld)
- Education (General Provisions) Act 2006 (Qld)
- Criminal Code Act 1899 (Qld)
- Online Safety Act 2021 (Cth) – obligations relating to cyberbullying, harmful digital communications, and reporting harmful content
- Queensland Child Safe Standards
- Guidance from the Office of the eSafety Commissioner

Related Policies and Documents

- Complaint Handling Policy
- Complaint Handling Guidelines and Procedures
- Pastoral Care Framework
- Positive Behaviour Management Framework

References

- [eSafety](#)

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