



ST NARSAI
ASSYRIAN CHRISTIAN COLLEGE

Anti-Bullying and Harassment Policy

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ASSYRIAN CHRISTIAN COLLEGE

APRIL 2026



Written By	Deputy Principal Welfare and Wellbeing
Approved By	Principal
Date	14 April 2026
Relevant to	All Staff, Students and Parents/Carers
Related School Documents	<ul style="list-style-type: none"> • Child Protection Policy • Complaints and Grievance Policy • Student Behaviour Management Policy • Work, Health and Safety Policy • ICT Policy • Communications Policy • Risk Management Policy • Staff Code of Conduct • The NSW Anti-Bullying Framework
Legislation	<ul style="list-style-type: none"> • Public Health Act 2010 (NSW) • The Children and Young Persons (Care and Protection) Act 1998 (NSW). • The Child Protection (Working with Children) Act 2012. • Children and Young Persons (Care and Protection) Regulation 2000 • Commission for Children and Young People Act 1998 • Commission for Children and Young People Regulation 2009 • The Children's Guardian Act 2019 • Education Act 1990 (NSW) as amended by the Education Amendment (non-Gover Schools Registration) Act 2004 (NSW). • Civil Liability Act 2002. • Age Discrimination Act 2004 (Cth). • Anti-Discrimination Act 1977 (NSW). • Disability Discrimination Act 1992 (Cth). • Disability Inclusion Act 2014 (NSW). • Racial Discrimination Act 1975 (Cth). • Sex Discrimination Act 1984 (Cth). • Work Health and Safety Act 2011 (NSW).
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1. Purpose

1.1 St Narsai Assyrian Christian College has zero tolerance for bullying and considers all forms of bullying behaviour unacceptable

1.2 In order for learning to take place effectively, every student must feel safe and secure at school. This means that bullying and intimidation are unacceptable because of the fear and anxiety they engender. St Narsai College should be a place where all students can feel safe, secure and able to achieve their potential.

1.3 The purpose of this policy is to provide students, parents and staff with information that allows the issue of bullying to be addressed. The policy provides support to the college community to prevent and address issues of student bullying in order to build respectful relationships in line with The NSW Anti-Bullying Framework.

1.4 St Narsai College staff will work in partnership with parents and in the prevention and resolution of bullying.

1.5 It is expected that all members of the School Community – staff, students and parents – will work together to ensure that bullying incidents of all kinds are decreased and/ or do not take place.

2. Definition – What is bullying?

The NSW Antbullying Framework defines ‘bullying behaviour’ as typically:

- ongoing and deliberate
- a misuse of power in relationships
- repeated covert/overt verbal, physical and/or social
- online and/or offline
- individual or group-based
- intended to cause physical
- social and/or psychological harm
- difficult for the target to stop it from happening to them
- a violation of the right to dignity, safety, and education

Bullying is typically defined as unwanted, aggressive behaviour that involves a real or perceived power imbalance by one or more people. **The behaviour is repeated over time.** It can take various forms (as outlined below), to harass or intimidate others. Bullying can cause emotional, psychological, and physical harm to the victim and create a hostile school environment.

Types of Bullying:

There are many types of bullying, which may include any one or more of the following:

2.1 Physical Bullying:

Involves hurting someone's body or possessions.

Examples: this may include (but is not limited to) hitting, kicking, pushing, tripping, or damaging personal property.

2.2 Verbal Bullying:

Involves using words (nonverbal such as written included) or to hurt others.

Examples: this may include (but is not limited to) continuous name-calling, insults, teasing, threatening, or making derogatory comments.

2.3 Social or Relational Bullying (psychological/emotional):

Involves damaging someone's relationships or social standing.

Examples: this may include (but is not limited to) spreading rumours, excluding someone from a group, public humiliation, photos, or manipulating others to turn against a peer.

2.4 Cyberbullying:

Involves information and communication technologies.

Examples: this may include (but is not limited to) using a technological device or devices to: tease or make fun of others; insult or ridicule people; post malicious or private information; spread rumours; send vicious, cruel or threatening text messages about or to a person; defame or slander others; deliberately mislead others through the use of false identities; transmit photos, images or caricatures of individuals without their permission, hack into email or similar accounts.

2.5 Sexual harassment

Involves behaviours such as unwanted touching, inappropriate joking, taunting or teasing of a sexual nature; and/or exposure

Note: in cases where bullying is classified as a criminal act, the college will contact the relevant authorities and report the matter. This includes but is not limited to the Police, Child Wellbeing Unit and Child Protection Services, the eSafety Commission.

3. Objectives

3.1 The objectives of this policy are to:

- a) To encourage the reporting of bullying.
- b) To support the victims of bullying.
- c) To create a school environment in which all students feel safe and secure.
- d) To promote the best possible conditions of teaching and learning.
- e) To encourage positive relationships between students, staff, parents and other members of the school community
- f) To help and guide perpetrators so that bullying behaviours stop.
- g) To provide, where necessary, appropriate disciplinary consequences for those who breach college expectations and continue bullying (whether the same victim or another).

4. What Bullying Is Not

Behaviours that do not constitute bullying include:

- a) where there is no power imbalance (mutual arguments and disagreements); b) not liking someone
- c) a single act of social rejection
- d) one-off acts of meanness or spite; or
- e) isolated incidents of aggression or intimidation.

However, these conflicts still need to be addressed and resolved.

5. The College's Anti-Bullying Strategies

St Narsai College policies and procedures are in line with the NSW Antbullying Framework. Policies and procedures ensure:

Prevention: Building a whole-school culture promoting positive relationships, inclusion, and safety, where every student feels valued, connected, and supported.

Response: Effectively managing bullying incidents and supporting students who experience bullying in a coordinated and timely way. Responding effectively with urgency and care to all bullying reports to prevent further harm.

Partnerships: Active partnerships within the school, with families and community services that build a strong network of support around students, are essential to reducing the harm caused by bullying.

Implementation: Effective implementation of whole-school, approach to preventing and responding to bullying supported by aligned policies, ongoing teacher professional learning, and regular monitoring.

The measures that are currently in place to discourage bullying at St Narsai College include but are not limited to:

- a) Pastoral care and wellbeing programs emphasise the identification and prevention of bullying in the college
- b) Open discussions on anti-bullying strategies in the curriculum.
- c) Staff are trained as part of the Child Protection training staff to detect bullying behaviour.
- d) Wellbeing checks conducted by either the pastoral care teacher or the Year coordinator regarding a student's extended absence.
- e) This policy being available on the school website for parents and printed in students' diaries for students.
- f) Ensuring students are aware of the consequences of bullying (including suspension and/or expulsion), to deal with and discourage bullies
- g) Encouraging students to report incidents and assist them in adopting strategies to deal with bullying.
- h) Employing a School Counsellor helping both victims of bullying and identified bullies.

In addition to the above:

For Years K- 6::

- a) Ensuring effective pastoral support for students through their Classroom Teacher, Grade Leader and Head of Primary School.
- b) Page 19 to 21 of the student diary outlines the College's statement on the policy concerning bullying. It also outlines the procedure and what students can do if experiencing bullying
- c) Educating our students in the Social and Emotional Learning Domains (as shown on page 11 of the student diary)
- d) Teaching and reinforcing the "Stop, Walk, Talk" strategy, displayed in all classrooms:
 - Stop – tell the person to stop
 - Walk – move away
 - Talk – tell a trusted adult
- e) Implementing classroom practices that promote respect, inclusion, and empathy through discussions, role-play, and learning activities.
- f) Promoting positive behaviour through clear expectations and recognition of respectful and inclusive actions.
- g) Ensuring active supervision in playgrounds, supporting safe and inclusive student interactions.
- h) Responding promptly to concerns, using early intervention and restorative practices where appropriate.
- i) Providing clear reporting pathways and encouraging students to seek help from trusted staff.
- j) Working in partnership with parents to support student wellbeing and address concerns.

- k) Delivering age-appropriate cyber safety education promoting safe and respectful technology use.

For Years 7 - 12:

- l) Annual presentations by the Local Youth Engagement officers addressing bullying and harassment, including all aspects of cyber safety.
- m) The roll call/ pastoral care teacher refers to and clarifies the college’s bullying policy by referring to the pages in the student diary at the start of the school year. A parent and student agreement are signed to ensure students, and their parents are aware of all college policies including the college’s stance on bullying.
- n) Annual Student satisfaction surveys seeking information on student safety and wellbeing.
- o) Ensuring effective pastoral support for students through their Year Coordinator and Pastoral Care teachers.
- p) As mentioned on page 9 of the student diary given to every student at the college, the College Student of Conduct states no student is to bully, harass, intimidate or discriminate against anyone in the school.
- q) The students’ rights and responsibilities are outlined on page 14 of the student diary.
- r) Page 22 to 23 of the student diary outlines the College’s statement on the policy concerning bullying. It also outlines the procedure and what students can do if experiencing bullying.

6. Procedures

St Narsai College has zero tolerance for bullying. Staff, students and parents collaborate and seek to create an environment that completely rejects all forms of bullying behaviour. The following procedures will help to contribute to a safe, friendly school environment.

6.1 If a student is being bullied/harassed, when possible, the student should indicate to the person(s) involved that they object to the behaviour and/or are impacted by the behaviour displayed and ask the behaviour to stop.

6.2 Should the bullying/harassment continue, the student is to inform a staff member or if the parents are aware of the ongoing bullying issue, they must inform a member of the welfare team.

The student’s welfare team includes

Years K- 6	Years 7 - 12
<ul style="list-style-type: none"> - Classroom Teacher - Grade Coordinator (K-2 and/or 3-6) - Head of Primary School - College counsellor - College Chaplain - Any teacher the student feels comfortable informing 	<ul style="list-style-type: none"> - The roll call teacher - The pastoral care/roll call teacher - Year Coordinator - College counsellor - College Chaplain - Pastoral Care Coordinator, and the - Deputy Principal - Any teacher the student feels comfortable informing

- 6.3** A verbal recount of what the student is experiencing is listened to and noted. The student is also then to write an incident report outlining the issue (s) and what they have been experiencing including the names of any witnesses.
- 6.4** The Year Coordinator will oversee the issue and determine the severity of the incident. The Year Coordinator will interview all students involved (the 'bully' and any witnesses).

*** To assess the severity of bullying behaviour one needs to take into account:**

- the type of bullying /harassment (for example, mild teasing, isolation, physical aggression etc.)
- the frequency of the act of bullying/harassment, for example whether it is daily, weekly or less often; and
- the duration of the bullying/harassment, whether over a short or long period of time.

- 6.5** In K- 6, the classroom teacher/ Grade Coordinator will discuss the matter with the Head of Primary. In 7 – 12, the Year Coordinator will discuss the matter with the Pastoral Care Coordinator and/or Deputy Principal, and disciplinary action will be determined based on information gathered.

6.5.1 Disciplinary action may include but is not limited to:

- Students involved will be counselled on how to avoid bullying/harassment incidents
- Mediation between the students involved and a commitment not to repeat the incident
- After school detention - Verbal warning of suspension - Written warning of suspension.

In all cases, parents of the students involved are informed and may be required to attend a meeting with a member of the welfare team.

6.5.2 If the bullying/ harassment is severe or is a repeated incident, other forms of disciplinary action may include;

- Suspension from school
- termination of enrolment

6.5.3 Note:

i - If the nature and seriousness of the bullying behaviour is such that it may be reportable, the College has the responsibility under the Child Protection Policy to report the matter on the mandatory reporter guidelines, the AIS NSW Child wellbeing unit and/or the local police for further investigation.

ii – Parents also have the right to report the matter directly to the local police.

7. Responsibilities

7.1 Staff of the College have a responsibility to:

- a) Supporting the College in maintaining a safe, respectful, and supportive learning environment;
- b) Exercising active supervision at all times—within the classroom, across the College grounds, and at all College events—and remaining vigilant to signs of student distress or suspected incidents of bullying;
- c) Delivering education that develops students' understanding of bullying, including its impact on individuals and the broader community;
- d) Teaching and empowering students to identify, respond to, and report bullying behaviours, including when they witness such behaviour at school or online;

- e) Modelling and promoting respectful relationships and behaviours at all times, fostering a culture of inclusion, tolerance, and acceptance;
- f) Providing appropriate support to students who experience bullying;
- g) Listening to and responding appropriately to all reports or complaints of bullying;
- h) Responding promptly to incidents of bullying in accordance with the College's policies and procedures, and referring serious matters to the Deputy Principal (Years 7–12) or Head of Primary (K–6);
- i) Maintaining accurate and timely records of student behaviour, including incidents of concern, within the College's management system (Edumate).

7.2 Parents have a responsibility to:

- a) take an active interest in their child's school life to be aware of any problems;
- b) take seriously any reports of bullying that their child makes to them;
- c) encourage their child to report bullying (whether they experience it or witness it) to a staff member and not retaliate with action;
- d) report to the Year Coordinator (or member of the welfare team) themselves any incidents of bullying of which they become aware and
- f) work collaboratively with the college to resolve incidents of bullying when they may occur.

7.3 Students have a responsibility to:

- a) ensure their behaviour does not intimidate or harass other students;
- b) stop bullying behaviour when they witness it;
- c) report bullying behaviour to staff as soon as they become aware of it
- d) follow all college SHARP expectations and student code of conduct.
- e) Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence.

8. Where to go for help

8.1 In addition to the student's welfare team, if students require further help/support they can obtain further information and guidance from the following

- a) the College student diary – refer to pages 22 – 23 and page 27.
- b) The Local Youth Engagement Officer (Fairfield Police 9728 8399)
- c) any of the following **phone numbers**:
 - Kids Helpline – 1800 551 800
 - Lifeline – 13 1114
 - Beyond Blue - 1300 22 4636

Or **websites**:

- www.bullyingnoway.gov.au
- www.kidshelp.com.au