The purpose of this document is to give you some guidelines if you are confronted with a student orientated bullying issue. You will be provided with a definition of bullying, categories of bullying, classifications and examples of what isn’t bullying, what to do if bullying occurs, places to get help, how to report incidents and how the bullying reference group (BRG) works. This information is a brief outline that is fully supportive of the Brisbane Boys’ College anti-bullying policy, which can be found on teacher assistant-control centre-documents-staff policies and procedures. The policy can also be found on the BBC website under policy and governance.

For information on workplace bullying please contact the Human Resources Manager.

What is bullying
From Farrington (1993), an English criminologist.

“Bullying is repeated oppression, psychological or physical, of a less powerful person by a more powerful person and occurs when someone, or a group of people, upset or create a risk to another person’s health and safety, or their property, reputation or social acceptance.”

In any bullying incident, there will likely be three parties involved: the bully (aggressor), the person being bullied (victim), and bystanders (witnesses). Those who are the bystanders have an obligation to report bullying because, if they are aware of the problem, they are condoning bullying unless they do something about it.

Categories of bullying
Direct physical bullying e.g. hitting, tripping, and pushing or damaging property.
Direct verbal bullying e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
Indirect bullying e.g. lying and spreading rumours, playing nasty jokes to embarrass and humiliate, provoking a food-allergic reaction, gestural or mimicking, encouraging others to socially exclude someone, damaging someone’s social reputation and social acceptance.
Cyber-bullying e.g. abusive or hurtful texts, emails, messages, posts, images or video, deliberately excluding others online, nasty gossip or rumours, imitating others online or using their log-in.

All incidents of bullying, regardless into which category the incident falls, will be dealt with by the same procedure.
What isn’t bullying (classifications and examples)

There are many negative behaviours that, although distressing to those involved, are not classified as bullying. These instances may require a teacher to intervene and to apply the behaviour management policy in dealing with the incident.

The following situations are often confused with bullying:

**Mutual conflict:** e.g. an argument or disagreement between students.

**Social rejection or dislike:** Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

**Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation:** Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion, this does not constitute being bullied. This does not, however, lessen the seriousness of the incident or the subsequent consequences.

**Warning signs**

Staff should be aware that the following are some of the signs that a student may be being bullied:

- An unwillingness or refusal to go to school
- Very few friends and claims to hate the boys at school
- A decline in quality of school work
- Loss of interest in sport and social activities
- Becoming withdrawn and lacking confidence
- Asking for money or starting to steal (to pay the bully), frequently lost possessions and/or money
- Refusing to talk about what’s wrong
- Having unexplained bruises, cuts, scratches
- Beginning to bully other children or siblings
- Becoming aggressive and unreasonable
- Or implausible excuses for any of the above

What to do if you witness a bullying incident.

**Staff should:**

Ensure that all students are safe and not in any danger.

Briefly ascertain what the general incident is about.

If you think that the incident is not bullying in nature, then deal with it according to Brisbane Boys’ College behaviour management policy and protocols.

If you think that the incident is of a bullying nature, refer the student to his Housemaster.

The Housemaster will then briefly investigate further to determine whether the incident is actually bullying in nature and refer the incident to the BRG.

Any other relevant information into the general demeanour of the student will also be passed on to the BRG.

Record what you have seen, what you said and what you did, in a timely manner.

**Staff should not**

- Ignore the situation
- Leave the victim and aggressor together on their own
- Go into too many details of the incident as the BRG will complete the full investigation

If a bullying incident is reported to you or you are concerned about a student.

**DO**

- Ensure that all students are safe and not in any danger
- Briefly ascertain what the general incident is about
- Refer the students to their Housemaster/s or the BRG

**DO NOT**

- Ignore the situation or dismiss the student without due care
- Conduct your own investigation into the situation

**Reporting the bullying**

To the student’s Housemaster by sending an email via the BRG email address brg@bbc.qld.edu.au

Through the anonymous confidential bullying report on MyBBC

**MyBBC - Resources - Bullying Action Report - Online Submission**

**What happens when you report an incidence of bullying?**

Once an incident is reported and it is determined to be bullying in nature. The BRG conduct an investigation to ascertain all of the facts by interviewing the victim/s, the aggressor/s and the bystander/s.

**The strategy at this stage is not to apportion blame, or to punish; but to support the victim and make the aggressor aware of the College’s policy and of the consequences if the behaviours do not change.**

Once the investigation has concluded, a report is compiled for the Deputy Headmaster/Head of Middle School/Head of Junior School.

The Deputy Headmaster/Head of Middle School/Head of Junior School then reviews the documentation and recommendations, after which the nature of the consequences, if any, are determined and enacted.

Any repeat of the bullying behaviours may lead to further sanctions taken against the aggressor/s.

**If we are aware, we have the duty to do something about it.**

“DEAL WITH IT”

Then

“NOTATE IT”
To help reduce bullying

- Role model appropriate interactions.
- Do not use behaviours which may be construed as bullying yourself.
- Show students respect and encourage them to be successful.
- Reinforce the College rules and expectations.

Student Education

Any lessons or resources to be used in the education of students in relation to bullying need to be ratified by the BRG to ensure that the same message is being conveyed by all staff (and mentors).

Other places to go for help

Education Queensland

Bullying No Way!
www.bullyingnoway.gov.au

Bully Stoppers

CyberSmart
www.cybersmart.gov.au

Kids Help Line
www.kidshelp.com.au

Safe Schools Hub
www.safeschoolshub.edu.au

Youth Beyond Blue
www.youthbeyondblue.com