Student Protocols

Anti-Bullying Policy
The purpose of this document is to give you some guidelines and tips if you are confronted with bullying. 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 the BBC website under policy and governance.

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.”

For Junior School boys:
“repeated intimidation of a person, using actions or words”.

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.

What to do if you are being bullied

**Junior School**

In order to foster better relationships, personal achievement and improved student wellbeing, students are to be encouraged to ‘do the five’.

**Middle and Senior School**

If you believe you are being bullied try the following steps:

1. **Stay calm**
2. **Look the aggressor/s in the eye and say in a clear strong voice “I want you to stop.”**
3. **If it doesn’t work at first, try again**
4. **Walk away and ignore the aggressor**
5. **Keep a note of the details of incidents (time, place, what was said, what you did**
6. **Talk to someone to get help (a friend, parent, or a staff member)**
7. **Report the bullying to the College**
8. **Above all focus on yourself and what is important to you**
9. **Are the aggressors part of your ideal world? No. Does it matter what they say then?**

If you are being bullied, do not:

- Provoke, retaliate or get into a verbal battle with the aggressor/s
- Blame yourself
- Ignore the situation and allow the behaviours to continue.

Just remember:

Everyone copes with situations differently. What works for one person, may not work for you. You may need to try a variety of solutions and if these do not work, seek help from someone else.
What to do if you are a bystander
If you witness bullying behaviour and do nothing, then you are part of the problem. Instead:

- Give support and stand up for the person being bullied
- Ask the aggressor to stop
- Keep a note (time, place, what was said, what you did) of incidents
- Report the bullying, break the code of silence

What to do if you are the aggressor
(to address the problem before getting into trouble)

- Think about how you would feel in a similar situation
- Talk to someone for advice
- Seek assistance to help change these behaviours

Report the bullying to a staff member
By talking to your 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.

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