



## Anti-Bullying Policy

<b>DOCUMENT NAME</b>	Anti-Bullying Policy
<b>POLICY NUMBER</b>	0018
<b>APPLIES TO</b>	Whole College
<b>CONTACT PERSON</b>	College Principal
<b>DATE CREATED</b>	9 March 2016
<b>DATE LAST REVIEWED</b>	30 May 2023
<b>VERSION</b>	3



The College and all its staff and students must continually seek to reduce and take consistent actions to minimize bullying, but at the same time be aware that to expect a total absence of it is unrealistic. Bullying is a school and community issue.

the basis of these values and may prevent students reaching their potential. Our school community does not condone bullying or harassment in any form.

Staff are entitled to work free from humiliation, offensive abuse.

Students are entitled to receive their education free from humiliation, oppression and abuse. Bullying affects everyone, not just those directly involved in incidents of bullying. It also affects students who may witness violence, intimidation, and the distress of the person being bullied. It can damage the atmosphere of the class, playground and the overall climate of the school.

**Masada aims to be proactive rather than reactive in its approach to social interaction.**

Masada is focused on the development of well-being and development: intellectually, socially, emotionally, spiritually and morally. We continually focus our education on socialization, developing the values of respect and kindness.

**Masada Encourages:**

Student / Staff to take on the responsibility of providing:

A strong background in Jewish values

Leadership opportunities

Encouragement of sound standards and discipline



**Frequency:** Bullying is not a random act; it is characterised by its repetitive nature and thus children / staff who are bullied not only have to survive the humiliation of the attack but live in constant fear of its re-occurrence.

**Intent to harm:** Bullies usually deny any intent to harm others and may not always be fully conscious of the harm they cause. Causing physical and emotional harm however, is usually a deliberate act. It puts the person who is bullied in a position of oppression by the person who bullies.

**Bullying takes various forms and is not limited to the instances listed below.**

**Physical:** jostling, pinching, touching, or any unwelcome physical intimidation such as gestures or stares.

**Verbal:** offensive or abusive language, sarcasm, crude jokes and comments, ridiculing appearances, actions or beliefs, obscene or threatening phone calls and emails, teasing or putting other people down (sledging and pay outs), verbal intimidation, whistling.

**Social:** exclusion, spreading rumours, gossip, racial or sexual comments, graffiti and notes about others, emails, SMS text and chat rooms.

**Emotional:** victimization, instilling fear in others, extortion (forcing students to hand over money, food or other

Within the Masada community, all students and staff have rights. However, along with these rights individuals also must take responsibility for their own actions.

All students and staff have the right

- To feel safe, cared for and respected at Masada.
- To be free from threat and intimidation
- To have a healthy and safe environment.





Tell the bully that you and your friends strongly disapprove of his/her actions. A clear statement such as,  
Offer support to students who are bullied. Let them know they can do something about it.

Parents, Staff, Adults, and other students should look for the below-mentioned signs;

- Frightened to walk to or from school
- Does not want to go on the school bus
- Wants to be driven to school instead of walking







Parent makes a report to the College Psychologist

Counsellor recommends that parent speaks to their child to suggest meeting with the School Psychologist.





Teacher or student makes  
a report to School  
Psychologist by

The School Psychologist facilitates the process of communication between the bully and the victim. This is done in a sensitive manner, in which there is an opportunity to communicate without fear and to formulate strategies to resolve and manage the situation. Students will be encouraged to give feedback after the meeting to ensure a resolution of the situation.

Masada College has a close relationship with the:

NSW Police Liaison Officer who can be contacted at Hornsby Police Station Tel 9476 9799

Jewish Care . North Shore Office St Ives 9488 7100; Woollahra 1300 133 660

KYDS David Citer, Lindfield Tel 9416 9824