



St Philip's Christian College, Newcastle

Managing Student Behaviour (Anti-Bullying and Harassment) POLICY – Whole School

POLICY DOCUMENT INFORMATION

COMPLIANCE	
NESA	Registered and Accredited Individual Non-Government Schools (NSW) Manual
Legislative Requirements	• Education Act 1990 (NSW) • Education Regulation 2017 (NSW) • Australian Education Act 2013 (Cth) • Children's Guardian Act 2019 (NSW) • Anti-Discrimination Act 1977 (NSW) • Disability Discrimination Act 1992 (Cth) • Sex Discrimination Act 1984 (Cth) • Racial Discrimination Act 1975 (Cth) • Privacy Act 1988 (Cth)
Other Policy Relationships	• Managing Student Behaviour (Discipline) Policy • Child Protection Policy • Complaints Management Policy • Pastoral Care Statement • Privacy Policy
KEY DATES	
Approved By	J Fahey
Date Approved	May 2026
Date for review	May 2029
Policy Review	This policy will be reviewed every 3 years, or as needed in line with legislative changes and the requirements of Independent Schools NSW.

1. Foundational Christian Principles

St Philip's Christian Education Foundation provides quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practices. St Philip's Christian Education's core values of **Christ First, Serve One Another, Strive for Excellence, Do What is Right, and Build Community** are a reflection of our *faith expressing itself in love* (Galatians 5:6).

Our Christian faith permeates all that we do and underpins the foundation of our community life. It is through the demonstration of this faith that students are supported to experience personal growth,

wellbeing and the opportunity to develop a genuine relationship with God. These principles inform expectations for behaviour, relationships and responsibilities across the College community.

2. General Statement

St Philip's Christian College Waratah is committed to providing a safe, respectful and inclusive learning environment for all students. Any behaviour that takes advantage of, harms or demeans another person is inconsistent with Biblical principles and the values upheld by the College.

This policy recognises that inappropriate behaviour, including bullying, harassment and hate speech, may occur within school communities. However, as a Christian education community, the College affirms that all students have the right to feel safe, valued and supported in an environment that promotes dignity, restoration and personal responsibility.

Bullying, harassment and hate speech in all their forms are unacceptable and will not be tolerated.

3. Objectives

The objectives of this policy are to:

- promote a safe, supportive and respectful learning environment for all students.
- prevent bullying, harassment and hate speech through proactive education and clear expectations.
- provide consistent and fair responses to incidents of inappropriate behaviour.
- support students affected by bullying, harassment or hate speech.
- ensure compliance with legislative and regulatory requirements.

4. Definitions

Bullying

Bullying is repeated and intentional behaviour that causes fear, distress or harm to another person where there is a real or perceived power imbalance. Bullying may be physical, verbal, social, psychological or online. A single incident may still require action if it is serious in nature.

Harassment

Harassment is unwelcome behaviour that humiliates, offends, intimidates or threatens a person. It may occur as a one-off incident or a pattern of behaviour.

Hate Speech

Hate speech refers to public acts, including spoken language, written material, symbols, images and online content, that incite, threaten, or express hatred, contempt or severe ridicule towards an individual or group based on protected characteristics such as race, nationality, religion, disability, sex, sexual orientation or gender identity.

5. Roles and Responsibilities

Principal

The Principal is responsible for:

- ensuring a safe and supportive environment for students
- implementing and monitoring this policy
- ensuring appropriate responses to reported incidents
- liaising with external authorities where required



Leadership Team

The Leadership Team will:

- support the consistent application of this policy
- manage reported incidents in accordance with procedures
- monitor patterns and emerging concerns

Staff

Staff will:

- model respectful and appropriate behaviour
- take reasonable steps to prevent and respond to bullying, harassment and hate speech
- report concerns in line with College procedures

Students

Students are expected to:

- treat others with dignity and respect
- refrain from bullying, harassment and hate speech
- report concerns to a trusted staff member

Parents and Carers

Parents and carers are expected to:

- support the behaviour expectations of the College
- communicate respectfully with staff and students
- raise concerns through appropriate channels

Responding to Incidents

The College will respond to incidents by:

- prioritising student safety
- assessing and investigating concerns fairly
- applying consequences consistent with College procedures
- providing appropriate support to those affected
- referring matters to external agencies where legally required

MONITORING AND REVIEW

This policy will be reviewed at least every three years or earlier in response to legislative change, community feedback or identified need.

RELATED DOCUMENTS

- Managing Student Behaviour (Discipline) Policy
- Child Protection Policy
- Complaints Management Policy
- Pastoral Care Statement
- Privacy Policy