



<b>Anti-Bullying Policy: Accelerate Christian Academy – Bourke</b>			
NESA Code:	B8.2		
1.Purpose:	To maintain a God-honouring, secure, and caring environment where students can learn and be nurtured (Romans 12:18).		
2. Scope:	All students, teachers, staff (including volunteers), and parents/carers.		
3. References:	NSW Anti-Bullying Framework; Young Offenders Act 1997 (NSW).		
4. Associated Documents	B8.1 Child Protection Policy V3.3 Updated Aug 2025 Adopted Feb 2026- Accelerate B8.1 Child Protection Procedures V3.0 Sep 2020 Reviewed Jan 2024 Adopted Feb 2026- Accelerate B8.2 Behaviour Management Policy V2.4 Adopted Feb 2026- Accelerate B8.2 Behaviour Management Procedures V3.1 Updated December 2025 Adopted Feb 2026- Accelerate B8 - Discrimination, Harassment and Bullying Policy and Procedure- Accelerate		
Version Number	3.0	Authorised by:	Board Chair
Review date:	Feb 2027	Authorisation date:	Feb 2026
Policy owner:	Accelerate Christian Academy- Bourke		
Note:	This policy may be reviewed at any time at the discretion of the Accelerate Christian Academy- Bourke Board. <i>This policy is published on the Academy website in accordance with NESA requirements</i>		

**5. Version History**

Version	Date	Notes
1.0-2.0	2021-2025	Legacy history: Initial creation and annual reviews managed under the previous school name (Koinonia Christian Academy)
2.3	02/2026	Administrative Update: Policy adopted by Accelerate Christian Academy- NSW Ltd following transition from incorporated association. Content remained largely unchanged with name and contextual updates
3.0	03/2026	Major Revision: Full implementation of the new NSW Anti-Bullying Framework. This version supersedes the previous



		"Koinonia" policy. It adopts a whole-school, evidence-informed Multi-Tiered System of Support (MTSS) and integrates the Four Pillars: Preventing, Responding, Partnering, and Implementing
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## 6. Foundational Policy Statement

Accelerate Christian Academy – Bourke is committed to maintaining a God-honouring, secure, and caring environment where students can learn and be nurtured. In alignment with our Christian mission, we are called to "live peaceably with all" (Romans 12:18).

Bullying is a violation of the fundamental right to dignity, safety, and education. It is unacceptable and will not be tolerated within our school community. As a community of faith, we are instructed to "seek peace and pursue it" (Psalm 34:12-18). Any act of bullying will be addressed appropriately in accordance with this policy and the School’s Behaviour Management Policy to ensure the well-being and Christ-like treatment of every student.

## 7. Definitions and Scope

### Definition

Bullying is the ongoing and deliberate misuse of power in relationships through repeated verbal, physical, or social behaviour that intends to cause physical, social, and/or psychological harm. It is often difficult for the target to stop it from happening to them. Bullying can involve individuals or groups and may occur in person (overt) or via hidden/technology-based means (covert).

### Categorisation of Bullying

- **Physical Bullying:** Hitting, punching, kicking, obstructing, scratching, spitting, tripping, pushing, or intimidating. It includes damaging, stealing, or hiding personal belongings.
- **Psychological Bullying:** Name-calling, insults, teasing, or making fun of a person’s appearance, physical characteristics, or cultural background.
- **Indirect and Social Bullying:** Behaviours designed to harm a person’s social reputation or cause humiliation, including:
  - **Social:** Inappropriate ignoring, deliberate exclusion, **ostracising, alienating, or making gestures.**



## ACCELERATE CHRISTIAN ACADEMY BOURKE

- **Relational:** Spreading rumours, publicly revealing personal information, dirty looks, mimicking, or encouraging others to socially exclude someone.
- **Extortion:** Threatening to take money, food, or possessions.
- **Cyberbullying:** Verbal, social, and psychological bullying through technology (emails, social media, SMS, or cameras), including sharing harmful information, images, or digital content.

### Signs of Bullying

Staff and parents should remain vigilant for behavioural changes that may indicate bullying, such as:

- Crying at night or having nightmares.
- Refusing to talk when asked "What's wrong?"
- Unexplained bruises, cuts, or scratches.
- Unwillingness or refusal to go to school and feeling ill in the mornings.
- A decline in the quality of school work.
- Becoming withdrawn, lacking confidence, or beginning to bully siblings.

*\*Note- Where bullying is based on protected characteristics (such as race, religion, or disability), it may also constitute Unlawful Discrimination and will be managed with reference to the **B8 Discrimination, Harassment and Bullying Policy.***

### What Bullying is Not

- **Mutual Conflict:** Disagreements where there is no imbalance of power and both parties want a resolution.
- **Social Rejection or Dislike:** General dislike is not bullying unless it involves deliberate, repeated attempts to cause distress or exclusion.
- **Single-episode Acts:** One-off instances of nastiness, meanness, or random acts of aggression/intimidation, while requiring management under the Behaviour Management Policy, do not meet the definition of bullying.

### 8. The Four Pillars of the NSW Anti-Bullying Framework

Accelerate Christian Academy- Bourke  
Anti-Bullying Policy  
Version 3.0 (includes Anti-bullying Framework)  
Created Feb 2026



## ACCELERATE CHRISTIAN ACADEMY BOURKE

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- a) **Preventing:** Building a whole-school culture of kindness and safety. We teach social-emotional skills through our Chaplaincy program and model respectful relationships so every student feels valued.
- b) **Responding:** Every report is recorded and handled with urgency and care. We adhere to a two-school-day response standard to ensure transparency, accountability, and trauma-informed support.
- c) **Partnering:** We value student voice in decision-making and collaborate actively with families and community services to build a network of support.
- d) **Implementing:** Our strategies are evidence-informed and aligned with the Behaviour Management Policy. We conduct regular data reviews and professional learning to maintain a high standard of compliance and care.

**Review Clause:** This policy will be reviewed annually to ensure it remains effective and meet the evolving needs of the Accelerate Christian Academy – Bourke community.



**Staff Acknowledgment of Policy and Procedures**

**Policy/Procedure Name:** Anti-Bullying Policy

**Version/Date:** Feb 2026 V3.0

I, \_\_\_\_\_ (Full Name), acknowledge that:

- I have **read** the policy and procedures named above in full.
- I have **understood** the requirements, school expectations, and any legal obligations (where applicable) detailed within this document.
- I agree to **abide by** and implement these policies and procedures as described in the performance of my duties at the school.

**Staff Signature:** \_\_\_\_\_ **Date:** \_\_\_\_ / \_\_\_\_ / 2026