



The Scots College
Sydney Australia

Student Anti-Bullying Policy

1 Commencement

This policy commences on 24 March 2026.

2 Application

This policy applies to students at all College campuses.

3 Statement of Intent

This policy:

- a. states the College's commitment to the prohibition of student bullying; and
- b. sets out strategies for the identification of and responses to bullying.

4 Source of Obligation

The *NSW Education Standards Authority's (NESAS) Registration Manual (B8.2)* requires the College to have in place policies and procedures for anti-bullying.

5 Anti-Bullying Statement

1. The College is committed to its duty to provide for student welfare and ensure a safe and supportive environment for all, where individual differences and diversity are respected and accepted.
2. All students at the College have the right to be treated with understanding, courtesy and kindness, to feel safe at school, and to work in an environment that promotes learning.
3. The College is committed to encouraging positive and respectful relationships between peers, to provide a safe environment, to educate its community about bullying and to identify and respond to bullying.





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6 The College's Policy

1. Bullying is not tolerated at the College.
2. Bullying is a serious breach of the *Student Code of Conduct* and possible consequences for those students who bully others are long-suspension and expulsion.
3. All students who experience bullying should be assured that they are not at fault.
4. The College is committed to safeguarding the wellbeing of all students involved in incidents of bullying.
5. The College employs age-appropriate strategies to educate students about bullying and equip them with relevant social and emotional competencies to identify and report bullying. For example, the College employs a framework called "No Go Zones" to educate students on the inappropriate forms of banter.
6. All members of the College community are encouraged to immediately report bullying including any suspicions or concerns.
7. Staff are educated and trained in preventing, identifying, and responding to bullying.
8. Carers are provided with informative and educational materials on bullying so that they may recognise signs of and report bullying or raise any relevant concerns with the College.
9. The College's response to bullying will be tailored to each incident's unique circumstances and each student's context, including their developmental stage, i.e. age.
10. Bullying is best managed through a "whole of College" approach involving students, staff, and carers where appropriate.
11. Students and their carers are expected to gainfully cooperate with the College when responding to and investigating incidents of bullying, and to refrain from inflammatory or incendiary behaviours.
12. The College's student anti-bullying strategies are reviewed on an annual basis.





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7 What is Bullying?

1. Bullying is not always easy to identify and there are inconsistencies in how it is defined.
2. The NSW Government includes the following in its definition of bullying:
 - a. an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm;
 - b. it can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening;
 - c. it can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert); and
 - d. it is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).
3. The following are common but not necessary elements of bullying:
 - a. an imbalance of power;
 - b. one-sided behaviour;
 - c. an intentional act, but not necessarily an intention to cause harm (for example, harmful "banter");
 - d. repeated behaviour over time (for example, through sharing of content or encouraging others to mimic bullying behaviours);
 - e. impact on the student, i.e. harm; and
 - f. the student feels unsafe.
4. A person can be bullied about many different things, including but not limited to, how they look, sound or speak, their background, religion, race or culture, having a disability, their gender or sexuality, their size or body shape or any other ways they may be different to another person. A person can also be bullied about their academic or sporting achievements or hobbies.





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5. The following are examples of types of bullying:
 - a. **Physical** bullying, for example, physical assaults, non-verbal intimidation, and property damage.
 - b. **Verbal or written** bullying, for example, name-calling, discriminatory or defamatory remarks and threats of harm.
 - c. **Social** (i.e. emotional or relational) bullying, for example, acts of exclusion and reputational damage that may socially isolate or harm another, or their social acceptance.
 - d. **Bystanding**, for example, joining in, spectating, laughing at, encouraging or otherwise supporting an incident of bullying. It is not bystander when a student is in nearby proximity to but otherwise uninvolved in an incident of bullying.
 - e. The *Online Safety Act 2021 (Cth)* (see section 6) defines **cyberbullying** as material provided on a social media service, electronic service or designated internet service that intentionally has the effect of being seriously threatening, seriously intimidating, seriously harassing or seriously humiliating to a child. It involves any form of bullying with the use of technology, including digital impersonation and both the creation and dissemination of harmful material (written, audio and/or visual).
6. Bullying can be direct/overt or indirect/covert. Direct bullying includes behaviours that tend to be face to face, obvious and easily observable by others. Examples include pushing, kicking, name-calling, verbal insults and throwing items such as food or stationery. Indirect bullying is less visible and can be difficult for someone outside of the interaction to detect. It can be discreet and anonymous with behaviours such as exclusion from activities, spreading lies or rumours or discreetly stealing belongings.
7. The College acknowledges that there will be incidents between students involving the perpetration, or reasonably perceived as perpetration, of harm that will not be considered bullying.
8. Generally speaking, single incidents and conflict or fights between peers, whether in person or online, are not defined as bullying.
9. The following are examples of behaviours that will generally not be considered bullying:





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- a. disagreements;
 - b. isolated incidents of anti-social behaviour;
 - c. indiscriminatory anti-social behaviour directed towards many different people;
 - d. respectful feedback;
 - e. reasonable boundaries;
 - f. mutual age-related conflict; and
 - g. social rejection or dislike without any intention to cause distress or wider dislike.
10. These non-bullying behaviours can develop into bullying.
11. The College takes these non-bullying behaviours seriously and encourages all members of its community to report these.
12. The College will assess each alleged incident of bullying and determine whether it falls within the scope of this Policy.

8 Reporting

1. Students who are subjected to, concerned about, suspect, or witness bullying should, and are strongly encouraged to, immediately report this information to a member of staff at the College to ensure efficient and appropriate responses. An appropriate member of staff could include:
 - a. Dean of Year;
 - b. Preparatory School Year Coordinator or equivalent;
 - c. Boarding House Master;
 - d. Glengarry Dorm Master;
 - e. Assistant Head of Brighton (Students); or
 - f. Head of Campus.
2. Carers who are aware of, witness or suspect bullying should, and are strongly encouraged to, immediately report this information to a member of staff at the College as outlined in Clause 8.1 to ensure efficient and appropriate response.
3. Both students and carers can make confidential reports about incidents of bullying via the College's online system, Schoolbox.
4. The College acknowledges that students and carers can be reticent to report bullying as they believe it will make matters worse. The College is committed to the safety and wellbeing of those in its community and reporting bullying is key to ensuring this.





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5. Both students and carers are encouraged to contact their relevant Head of Campus should they seek additional external resources with respect to identifying or responding to bullying. The following resources are publicly available:
 - a. The NSW Government provides various online resources for students and carers, including its Anti-bullying Website, linked [here](#).
 - b. Students can access Kids Helpline, linked [here](#), or call for free on 1800 551 800.
 - c. For cyberbullying the Australian Federal Government's eSafety Commissioner has various resources available on its website, linked [here](#).
 - d. Carers can access Parent Line NSW to speak with trained teams who provide support, information and counselling care of children on 1300 1300 52.
 - e. The College asks that any member of the general public who witnesses student bullying immediately contact the Office of the Principal on 02 9391 7600.

9 Responding

1. The College takes bullying seriously and ensures its responses are timely, confidential, student-focused, and in keeping with the principles of procedural fairness.
2. All incidents the College has categorised as bullying are ultimately brought to the attention of Deputy Principal - Student Experience and will be investigated and managed by the relevant Head of Campus or their delegate together with the Student Discipline Review Committee (SDRC) as appropriate.
3. Staff at the College who witness or are notified of actual or potential bullying may, as appropriate and as necessary, conduct immediate preliminary fact finding investigations to ensure an efficient and effective response. This may include speaking with students and staff involved, for example, asking an alleged victim and/or perpetrator if an incident in fact occurred.





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4. The Head of Campus, Dean of Year, Preparatory School Year Coordinator, Boarding House Master, Glengarry Head of Operations and Residential, Assistant Head of Brighton (Students) or equivalent or delegate will notify the carers of students involved in an incident of bullying in a timely manner and keep them updated as appropriate.
5. Carers of all students involved in an incident of bullying are encouraged to communicate with the College post-incident including with respect to any supports required or any concerns, especially with respect to student wellbeing.
6. In responding to incidents of cyberbullying, the College will, where appropriate, report to the relevant service provider and the Australian Government's eSafety Commissioner.
7. The College will safeguard the wellbeing of students who have experienced bullying by implementing a tailored post-incident plan in consultation with either the Head of Campus, Dean of Year, Preparatory School Year Coordinator, Boarding House Master, Glengarry Head of Operations and Residential, Assistant Head of Brighton (Students) or equivalent or delegate which will be communicated with that student's carer. This plan will be for supervision and monitoring, with pastoral support (e.g. counselling) as appropriate and necessary.
8. Where appropriate, and subject to the preferences of the students and carers involved, the College may facilitate an informal meeting between the student who has experienced bullying and the perpetrator with a view to preventing further incidents of bullying.
9. All incidents of bullying will be handled in accordance with the College's Student Discipline Policy.
10. The College maintains and retains records of all reports and incidents of bullying and subsequent communications, both written and verbal, in accordance with its Privacy Policy.
11. The College will contact Police in the event of allegations of criminal conduct where appropriate, having in mind the nature of the offence and the age of the perpetrator.
12. Students and carers are nevertheless encouraged to contact Police themselves with any allegations or suspicions of criminal conduct.
13. Youth Officers are NSW Police officers who work with schools to reduce crime, violence and anti-social behaviour. Youth Officers are a point of contact for the College community and the NSW Police Force. Our students are encouraged to contact the Youth Officers if they have any concerns.





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14. Our Youth Officer is located at the Rose Bay Police Station. The School Liaison Police Officer can be contacted on 02 9362 6399.

Notes

Student Anti-Bullying Policy

Date adopted: 24 March 2026

Date registered: 24 March 2026

Date commenced: 24 March 2026

Policy Owner: Deputy Principal - Student Experience

Policy Administrator: Director, Student Safeguarding and Care and the Heads of Campus

Review date: 24 March 2027

Related documents:

- [Education Act 1990](#)
- [Children and Young Persons \(Care and Protection\) Act 1998](#)
- [Crimes Act 1900](#)
- [Anti-Discrimination Act 1977](#)
- [Disability Discrimination Act 1992](#)
- [Disability Standards for Education 2005](#)
- [Online Safety Act 2021 \(Cth\)](#)
- [NSW Education Standards Authority's \(NESA\) Registration Manual](#)
- *Student Code of Conduct*
- *Student Discipline Policy*
- *Student Discipline Procedure*

Amendment History

Provision	Amendment	Commencing

