



# Saint Mary's Catholic College

## KINGAROY

ABN 49 991 006 857

## Anti-Bullying and Harassment Policy

Saint Mary's Catholic College recognises the need to work in partnership with students, parents, carers and staff to foster positive relationships, promote personal responsibility and facilitate successful educational outcomes based on the Gospel values.

Our College motto "Realise Your Dignity" calls each one of us to value the dignity of every member of our community. We aim to cultivate in our students an ability to recognise and value safe and positive relationships based on the College commitment to an accepting and welcoming community, where relationships are formed and nurtured according to the Gospel messages of compassion, justice and peace.

Bullying and Harassment of any kind is not only illegal (various State and National Laws) but is contrary to the College's Mission Statement and philosophy, as evidenced by the principles in our Responsible Behaviour Policy. Any such behaviour will be treated as a serious infringement of the College's student 'Responsible Behaviour Policy'.

### Principles

The following principles reflect our Vision and Mission which underpin our processes and procedures in dealing with matters of bullying and harassment:

- The approach will be pastoral, aiming at resolution, deserving of justice, compassion and forgiveness, and taking the safety of all students into consideration.
- The focus of the process will be educative and promote personal growth and supported by year level specific programs and strategies.
- The process will be consistent from Prep to Year 12, taking into account age and individual needs.
- Appropriate levels of communication to stakeholders will be maintained with respectful confidentiality.
- Incidents of unacceptable behaviour will be documented and monitored, and this procedure will be consistent across the College.
- Consequences will take into consideration the circumstances of the stakeholders and the maintenance of a safe campus.

Saint Mary's Catholic College does not tolerate bullying or harassment in any form. All members of the College community are committed to ensuring a safe and caring environment that promotes personal growth and positive self-esteem for all.

### Rights and Responsibilities

A **right** belongs to me. We **all** have the same rights. There are **no** rights without responsibilities. **Responsibilities** are things that I should do without being told – some things for others, some for myself.

***Responsibilities ensure everyone's rights.***

## Rights

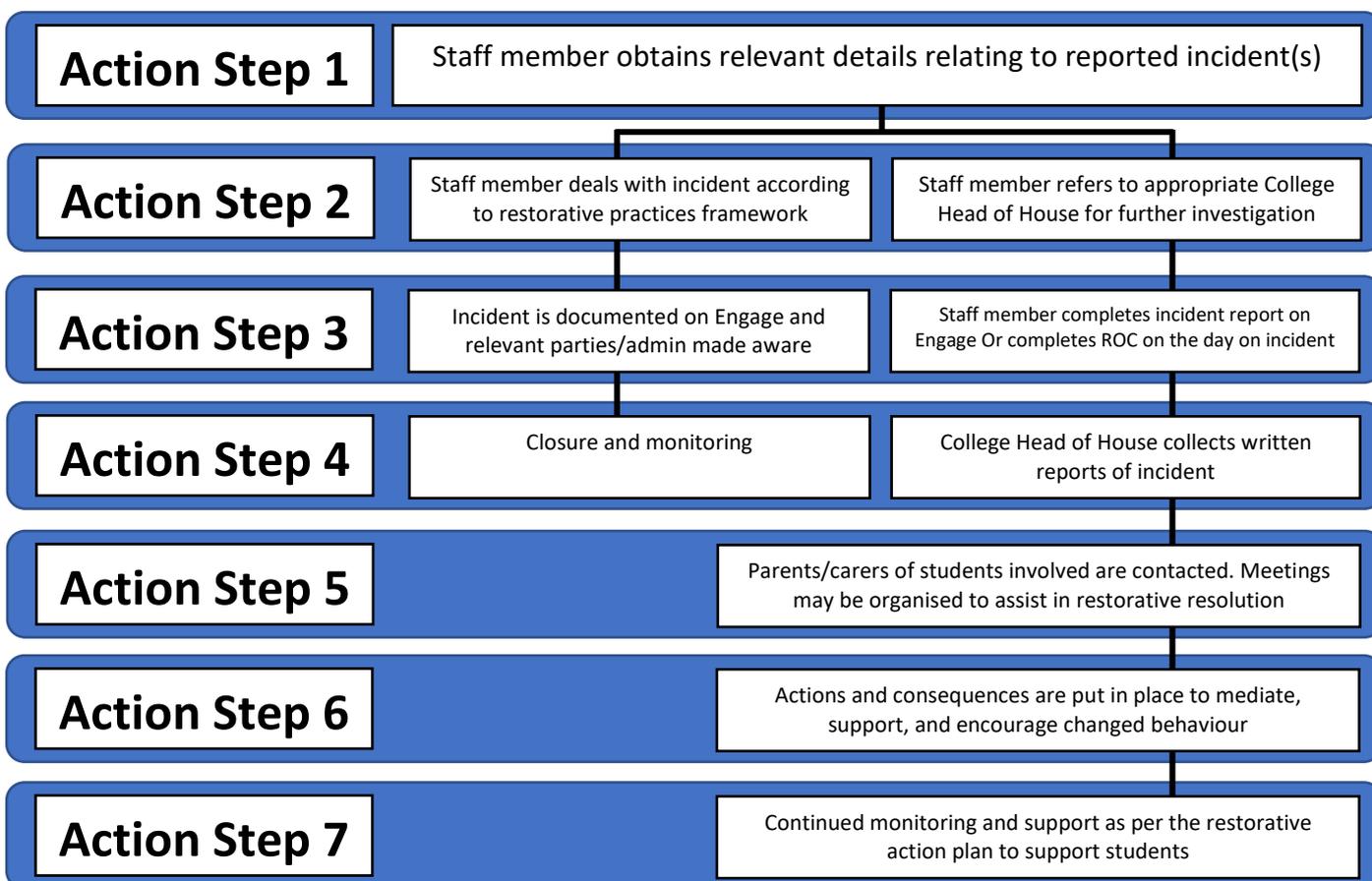
- Each person has the right to be safe and free from harassment and for his/her property to be safe.
- Each person has the right to learn.
- Each person has the right to be happy and enjoy our College.
- Each person has the right to have a pleasant, healthy and safe environment.
- Each person has the right to be in a College well regarded in the community and, as students at the College, each person has the right to be treated with respect and understanding.
- Each person has the right to express concerns through appropriate channels.

## Corresponding Responsibilities

- Respect all people, personal property and others' rights; observe safety rules; report bullying, harassment and/or theft.
- Remain focused on my learning; do not disrupt the learning of others.
- Respect and protect others' rights to the same happiness and enjoyment.
- Care for the College environment; avoid unhealthy and dangerous practices.
- Behave in a way that reflects well on themselves, their family and the College; be polite; show appreciation; treat all with respect and understanding.
- Contribute positively to decisions.

## Our Common Procedure

All reported incidents of bullying or harassment are taken seriously and will be investigated. Reported incidents may come from parents, students, staff and friends of the College.



## Types of Bullying

## Face-to-face Bullying

Sometimes referred to as direct bullying, it involves physical actions such as punching or kicking or overt verbal actions such as insulting and name-calling.

## Covert Bullying

Sometimes referred to as indirect bullying, this is a subtle type of non-physical bullying which is not easily seen by others and is conducted out of sight, and often adults are unaware of its existence.

These include:

- Using hand gestures and threatening or strange/socially inappropriate looks;
- Whispering, excluding, turning one's back on a person;
- Blackmailing, spreading rumours, threatening, negatively influencing friends;
- Revealing secrets, gossiping, criticising clothes and personalities.

## Cyber Bullying

Cyber bullying is a term used to describe bullying that is carried out through internet or mobile phone technologies. It is often combined with on-line bullying.

Examples of Cyber bullying include:

- the sending of abusive texts or emails;
- taking and sharing unflattering or private images, including naked or sexually suggestive images;
- posting unkind messages or inappropriate image on social networking sites;
- excluding individuals from online chats or other communication;
- assuming the identity of the victim online and representing them in a negative manner that may damage their relationship with others;
- repeatedly, and for no strategic reason, attacking players in online gaming.

## What Bullying is Not

Bullying is different from rough-and-tumble, teasing or school yard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between students involved.

## What is Harassment?

Harassment is a specific treatment of a person based on the following:

- identity;
- race;
- culture or ethnic origin;
- faith;
- physical characteristics;
- gender;
- sexual orientation;
- marital, parenting or economic status;
- age;
- ability or disability.

This can be considered bullying in some cases.

## What is Conflict?

Conflict is a mutual disagreement, argument or dispute between people where no-one has a significant power advantage, and both feel equally aggrieved. Conflict is different to bullying because there is always an imbalance of power in bullying.

## Responsibilities

## **Principal**

- Assist in the creation of a positive school climate of respectful relationships where bullying behaviours are not tolerated and cannot flourish.
- Consults with school staff (and if required, Brisbane Catholic Education School Services and Student Wellbeing personnel) and uses professional judgement to determine the appropriate response strategy for a specific behavioural issue. The BCE Student Behaviour Support Guidelines, Regulations and Procedures provide a set of appropriate level of response.
- Takes responsibility for the implementation of the school's bullying procedures.
- Identifies patterns of bullying behaviour and initiates school action to address them.
- Ensures the development, implementation and evaluation of education and prevention strategies to promote student safety and wellbeing.
- Responds to incidents of bullying that have been reported to the school quickly and effectively.
- Ensures that support will be given to any student who has been affected by, engaged in or witnessed bullying behaviour.

## **School Staff**

- Support the school in maintaining a safe and supportive learning environment.
- Model and promote appropriate right relationships and behaviours.
- Respond in a timely manner to incidents of bullying according to the school's student behaviour support plan.
- Support students to be effective bystanders while maintaining their own safety.
- Know the school's student behaviour support plan and anti-bullying procedures and reporting structures.
- Promote a school culture where bullying is not acceptable.
- Teach students to identify, react, report and respond to bullying at school and online.
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

## **Parents/Guardians**

- Keep the school informed of concerns around behaviour, their child's health and wellbeing issues or other matters of relevance.
- Communicate in a respectful manner with school staff about issues of concern.
- Support their children to become responsible citizens and to develop responsible online behaviours.
- Support their children in developing supportive bystander behaviours.
- Work collaboratively with the school to resolve incidents when they happen.

## **Students**

- Are respectful towards other students, staff and members of the school community.
- Understand what bullying is, what is not bullying and how to report bullying.
- Behave as responsible digital citizens.
- Communicate with an appropriate adult if bullied or harassed or if they are aware of someone else is being bullied or harassed.
- Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence.