



St Mary's College Student Anti-Bullying Policy

Definition:

A person is bullied when they are intentionally exposed to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Rationale:

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right to be treated with respect, the right to learn or to teach, and a right to feel safe and secure in their school environment.

Aims:

To reinforce within the school community what bullying is, and the fact that it is unacceptable.
To ensure that everyone within the school community is alerted to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
To seek parental and peer-group support and co-operation at all times.

Implementation:

Parents, teachers, students and the community will be aware of the school's position on bullying.
The school will adopt a four-phase approach to bullying.
The College community has developed a Bullying Statement that is displayed throughout the College.

A. Primary Prevention:

Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
Community awareness and input relating to bullying, its characteristics and the school's programs and response.
Programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
Each classroom teacher to clarify at the start of each year the school policy on bullying.

B. Early Intervention:

Promote children reporting bullying incidents involving themselves or others.
Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
Parents encouraged to contact school if they become aware of a problem.

Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.

Both bully and victim offered counselling and support.

If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D. Post Violation

Consequences may involve:-

- exclusion from class.
- exclusion from yard.
- withdrawal of privileges.
- ongoing counselling from appropriate agency for both victim and bully.

Ongoing monitoring of identified bullies.