



ST STANISLAUS' COLLEGE

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STUDENT ANTI-BULLYING POLICY

Intended Audience: College Employees/Students/Parents and Carers

BOSTES Reference: Registered and Accredited Individual Non-Government Schools (NSW) Manual 3.6 and 3.9

Distribution: College *Policies and Procedures Manual*, College Website

Responsibility for Policy:	Head of College
Previous Revision Date:	December 2017
Policy Revision Due:	December 2018

1. Policy Introduction and Purpose

There are specific protections provided in law for each and every member of a school community to experience a safe and supportive school environment. At St Stanislaus College, there are also important expectations of each person to seek to maintain positive relationships with one another and to resolve conflict in a respectful manner.

A caring and supportive school culture that promotes positive relationships and reflects Gospel teachings is best equipped to prevent and to respond to incidents of bullying, inappropriate use of technology and disrespectful behaviour towards others. Bullying and cyber bullying disregard the core Vincentian values of dignity, respect, care and compassion on which the school is founded. Bullying, including cyber bullying, can have a detrimental impact on the wellbeing of students and is therefore unacceptable and will not be tolerated.

2. Definitions/Glossary

Working definition of Bullying

- Bullying is intentional, repeated behaviour by an individual or group that causes distress, hurt or undue pressure
- Bullying involves the abuse of power in relationships.
- Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others
- Bullying can be:
 - Verbal e.g. name calling, teasing, abuse, put downs, sarcasm, insults or threats
 - Physical e.g. hitting, punching, kicking, scratching, tripping or spitting
 - Social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
 - Psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions,
 - Cyber: any form of bullying, that is carried out through the internet or mobile phone such as e-mail, chat-room, discussion board, online social networking, webpages, social media apps, SMS, video, camera phone, webcam

What is not bullying

While the following behaviours may be upsetting to those involved, they do not constitute bullying:

- Mutual arguments and disagreements (where there is no power imbalance)
- Not liking someone or single acts of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence

While these behaviours would not be considered bullying (because they do not involve deliberate and repeated harm and a power imbalance) they will be addressed in the same way as other unacceptable behaviours (ie through the College Discipline process).

3. Procedures

Managing Bullying – Education Strategies

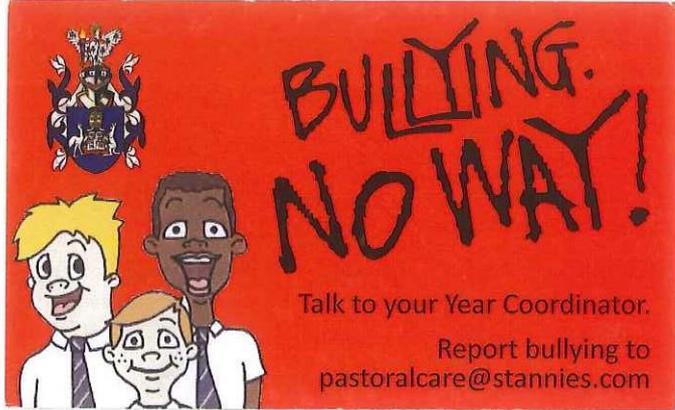
The Pastoral Care Team regularly reviews student anti-bullying policies and procedures within the context of its focus on student wellbeing and building a positive school culture. Specific educational and support strategies include but are not limited to:

- Promoting a bully-free environment within and beyond the classroom
- Anti-Bullying strategies are implemented throughout classroom teaching
- Tutor group discussions,
- Presentations at whole school and year group Assemblies, occasionally with guest speakers
- Professional in-services for staff
- College community communications and sharing of resources in the College Newsletter and on the College website.
- Ensuring all students know who they can speak to in confidence
- Involving parents in ongoing anti-bullying processes

These strategies seek to ensure that all students and staff can identify bullying behaviours and are aware of the processes available within the school to address bullying behaviours.

4. Processes

- Students who witness or experience bullying are advised to report incidents as soon as possible to a staff member of St Stanislaus' College who will refer the matter to a Tutor, Year Coordinator, the College Counsellor, Head of Boarding, Deputy Head of College or the Head of College.
- The stopbullying@stannies.com email is one important option for students or parents to report issues of bullying concerns. The email on the Bullying No Way card can also be utilised.
- Those involved in the incident are interviewed and school disciplinary procedures are implemented in discussion and collaboration with parents/carers
- Counselling is offered to students who experience bullying and to students who bully.



If you see or know of someone being bullied:

- *Speak up and let the person doing the bullying know that they are being a bully. Don't be a passive bystander*
- *Ask a teacher for help*
- *Talk to your Year Coordinator*
- *Report bullying to pastoralcare@stannies.com*
- *Everyone has the responsibility to make Stannies a safe place*

**The strongest message given to students is as follows:
IF YOU ARE BEING BULLIED, TELL SOMEONE!**

5. Monitoring and Evaluation

- Each term, students complete a Wellbeing Survey for the day school and a Boarding Wellbeing Survey for Boarding Students. Incidents of bullying disclosed on these surveys are followed up.
- Students have an opportunity to report incidents in a confidential manner

Anti-Bullying Resources/Contacts for Students

- Kids Helpline: 1800 551 800
- Lifeline: 131 114
- Salvo Youth Line: 9360 3000
- www.bullyingnoway.com.au
- www.kidshelp.com.au