



# Student Duty of Care

## Anti- Bullying Policy

### What is Bullying?

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful, and involves the misuse of power by an individual or group towards one or more persons.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexual orientation or practice of religion. Bullying of any form, or for any reason, can have long-term effects on those involved, including bystanders.

Cyberbullying involves the use of any information communication technology by an individual or group to carry out deliberate, isolated or repeatedly hostile behaviour that is intended to harm others or is undertaken recklessly without concern for its impact on others.

Bullying and cyberbullying disregard core values of the Catholic faith including dignity, respect,

justice, equity, compassion, trust and courage, and is therefore unacceptable.

## St Patrick's College's Policy

St Patrick's College is committed to providing a safe learning and working environment that is based on mutual respect and is free from bullying and cyberbullying. It is our policy that:

- Students will be educated on the meaning of bullying behaviour and the College's procedures at an age-appropriate level
- Ongoing opportunities to learn about positive relationships and managing bullying situations in the College is provided to both students and staff. This will include key elements of digital citizenship
- Bullying of students and other forms of harassment or violence are unacceptable and will not be tolerated
- Incidents of bullying reported to the College will be investigated by staff
- Records of incidents of bullying will be held by the College
- Appropriate consequences will be applied for unacceptable behaviour, encouraging students to take responsibility for their own actions
- Students, parents and staff will be given the opportunity on two occasions each year to participate in surveys relating to the perceptions and instances of bullying
- Parents/carers will receive regular advice on dealing with incidents of bullying, and details on how they can access

	<p>assistance if they have concerns in relation to bullying</p> <ul style="list-style-type: none"><li>• Students, parents and staff will have access to the Statement on Bullying</li><li>• Treatment, counselling and ongoing support will be available for all students affected by bullying</li></ul>
<p><b>Types of Bullying Behaviour</b></p>	<ul style="list-style-type: none"><li>• verbal, e.g. repeated name calling, teasing, abuse, putdowns, sarcasm, insults, threats</li><li>• physical, e.g. repeated hitting, punching, kicking, scratching, tripping, spitting</li><li>• social, e.g. repeated ignoring, excluding, ostracising, alienating, making inappropriate gestures</li><li>• psychological, e.g. repeated spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones</li></ul> <p>Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not: children not getting along well; a situation of mutual conflict; single episodes of nastiness or random acts of aggression or intimidation.</p> <p>The Anti-Bullying Policy covers the behaviour of students, whether as individuals or collectively, while under the jurisdiction of the College. The Policy also covers the behaviour of students towards other students enrolled at the College during out-of-school hours.</p>

<b>Student Responsibility</b>	<p>All students are required to:</p> <ul style="list-style-type: none"><li>• treat all students, staff and any other person at the College professionally and with respect</li><li>• avoid behaviour that could be interpreted as bullying and act to prevent other students from engaging in bullying behaviour, where this is reasonably practicable</li><li>• where students have witnessed bullying at the College they are encouraged to report this to a staff member</li></ul>
<b>Staff Responsibility</b>	<p>The College is responsible for ensuring that students are treated fairly and with respect, and is committed to ensuring that all staff will:</p> <ul style="list-style-type: none"><li>• model appropriate standards of behaviour</li><li>• educate and make students aware of their obligations under this policy</li><li>• intervene quickly and appropriately when bullying behaviour is identified</li><li>• act fairly to resolve issues and enforce the College's expectations, making sure relevant parties are heard</li><li>• help students resolve complaints</li><li>• ensure students who raise an issue or make a complaint are not victimised</li></ul>
<b>Parent/Carer Responsibilities</b>	<p>Parents/carers have an integral role to play in the prevention and resolution of bullying. They must notify the College if they are informed by their son that they consider themselves the victim of bullying behaviour.</p>

## Bullying Response Procedures

A key part of the College's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well providing assurance to students who experience bullying (and their parents/carers) that bullying is not tolerated within the College.

Students who believe that they are being bullied should make it known that the comments, contact or behaviour is unwelcome and offensive. If the student does not feel comfortable in talking directly to the perpetrators or if they seek advice on how to proceed they should contact any of the following:

- a teacher
- the College counsellor
- Coach or Sports Coordinator
- the student's Year Coordinator or the Director of Wellbeing
- the Deputy Principal or the Principal
- Parent/ carer

Students have the opportunity to complete an Incident Report, either a paper copy or available on the CANVAS student portal.

The alleged perpetrator will be provided the opportunity to provide a statement. Parents/carers should be advised that a complaint has been made against their son of bullying behaviour.

The Police Schools Liaison Officer or Youth Liaison Officer may need to be advised of a significant bullying situation involving violence,

	<p>threat of harm or alleged criminal conduct. NSW Police and Family and Community Services (FACS) will be notified when an incident involving manufacturing, possessing or distribution of child pornography has occurred.</p>
<p><b>Students with a Known History of Bullying Behaviour</b></p>	<p>A risk assessment shall be undertaken on any student who has a known history or exhibits continual bullying behaviour. Appropriate risk mitigation strategies will be implemented including, where necessary, removing the student from the College either temporarily or permanently.</p>
<p><b>Workers' Responsibility</b></p>	<p>All workers are responsible to ensure that they:</p> <ul style="list-style-type: none"> <li>• Familiarise themselves with this policy and follow relevant procedures where applicable</li> <li>• Participate in relevant professional development programs</li> <li>• Notify the student/s Year Coordinator, Director of Wellbeing or Deputy Principal immediately if they witness behaviour that they consider to be bullying</li> </ul>
<p><b>Implementation</b></p>	<p>This policy is implemented through a combination of:</p> <ul style="list-style-type: none"> <li>• Student education via ongoing age appropriate relationship and conflict resolution programs integrated into classroom learning</li> <li>• Staff training</li> <li>• Parent/carer education and information;</li> </ul>

- Effective monitoring and supervision of students
- Identification of 'at risk' students and the undertaking of risk assessments where appropriate
- Effective notification and investigation procedures
- Effective communication procedures
- Taking appropriate action against any student involved in bullying behaviour
- Effective record keeping procedures
- Initiation of corrective actions where necessary



# Bullying Procedures

Bullying is defined as repeated, deliberate and harmful behaviour by an individual or group that involves an actual or perceived imbalance of power. Such behaviour is intended to cause physical, emotional, psychological, or social harm to another person. Bullying may take various forms, including physical aggression, verbal abuse, social exclusion, intimidation, or the misuse of digital technologies (cyberbullying).

