



Anti-Bullying Policy

Rationale

Bullying in any of its forms has no place at St Mary's College. All members of our school community should be able to enjoy a safe and supportive environment, free from fear or harassment. Bullying in any form is totally unacceptable. Our College seeks and affirms each boy's worth, dignity and vocation. Students are entitled to receive their education free from humiliation, oppression and abuse.

What is bullying?

Bullying is the unwanted oppression of one person by another person or group. It is the continual process of negative behaviour that embarrasses, upsets or hurts another.

Bullying includes but is not limited to:

- *Physical bullying* – pushing, punching, tripping, spitting, poking and belongings are stolen/damaged.
- *Verbal bullying* – name calling, teasing, taunting, threatening and spreading rumours.
- *Psychological bullying* – intimidating, demanding money, food or other belongings, instilling fear, rejecting or excluding.
- *Racial harassment* - Repeated and deliberate comments, gestures or actions against others based on their nationality, skin colour, beliefs or traditions.
- *Sexual harassment* - Uninvited and deliberate sexual behaviour which is perceived by the recipient to be offensive, demeaning or embarrassing.

What students and parents can do about bullying:

- If you are guilty of bullying, stop now.
- Change your friendship group if it becomes involved in bullying or hurting others.
- Tell the person who is doing it that you don't like it and that you want it to stop.
- Talk it over with your parents or trusted adult and keep a record.
- Report it to your Mentor Teacher, House Coordinator, Assistant Principal, Deputy Principal or Principal.
- Look for warning signs such as, student not wanting to attend school; bruises or scratches; damage to clothing; unexplained anxiety symptoms; school work falls off in quality or wanting to change travel to and from school.
- Help your child identify parts of his behaviour which may contribute to bullying.

Action by the College:

- All instances of bullying that are observed or reported will be dealt with confidentially, clearly recorded and appropriate action taken as per the St Mary's College Bullying procedure.
- Offer victims immediate support and help.
- All accessible areas of the College are patrolled at breaks and before and after school.
- All students upon entry to the College are educated about the Anti-bullying Policy and reminded constantly by staff and at College assemblies.
- The College operates on a 'Hands Off' policy.
- When serious incidents are reported to the Assistant Principal - Student Welfare, he will employ one or all of these strategies: one to one discussion; mediation meeting; conflict resolution session; referral to counsellor; referral to police; consequences for the harasser.
- If a student chooses not to modify his behaviour following one or all of these strategies, the College may enlist the assistance of outside agencies, in consultation with parents or may determine supervision or ultimately the Principal may recommend, to the Director of Catholic Education Office the exclusion of the harasser from the St Mary's College Community, at his discretion and at any stage of the process.
- Students should be aware that the College is legally required to notify Child Protection Queensland if it believes that a child has suffered, or is likely to suffer, significant harm as a result of physical injury or sexual abuse, and the child's parents/carers have not protected or are unlikely to protect the child from such harm.

Refer to the St Mary's College Bullying Procedures and Policies.