



St Charbel's College

Anti-Bullying Policy

1. INTRODUCTION AND PURPOSE

Our role model is Christ and we seek to replicate all Jesus taught in our actions and relationships with others. Through Jesus' words to "Do unto others as you would have them do unto you" and "Love your neighbour as yourself", we are called to give witness to these Christian values

The dignity of each person created in the image of God is at the heart of this policy as is the desire to bring reconciliation and healing to situations of conflict.

- Every person at St Charbel's has a right to be treated as an individual and with dignity
- Every person at St Charbel's has a right to be able to feel safe
- Every person at St Charbel's has a right to be able to learn, free from anxiety.

All children and young people have the right to an education that is free from discrimination, harassment and bullying. At St Charbel's College we believe that students who are targets of persistent bullying can suffer long term psychological, social and developmental damage that can continue into their adult years. We do everything possible to ensure that children feel safe and happy to come to school.

Teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Violence, bullying and harassment affects everyone, not just those directly involved. It also affects those who witness the violence and aggression that is often associated with bullying and the distress and powerlessness of the victim or victims. Bullying behaviours can have a profound long term effect on the culture of a school if it is not dealt with effectively. At St Charbel's College we deal with bullying in a proactive way. We educate our students to understand the effects of bullying through the pastoral curriculum.

2. DEFINITIONS

Bullying: Bullying is behaviour which hurts, threatens or frightens someone else. It is the conscious intention to cause hurt and/or participating as a bystander and not acting to address the situation. It can be done individually or by a group.

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Bullying behaviour can be:

- **Verbal:** name calling; teasing; abuse; putdowns; sarcasm; insults; threats; constant criticism of a person; inappropriate comments about a person's appearance.
- **Non-verbal:** Writing offensive notes; graffiti about others; rude gestures.
- **Physical:** hitting; punching; kicking; scratching; tripping; spitting; taking someone's possessions, food or money; stealing; hiding; damaging or destroying property.
- **Social-Emotional:** deliberately ignoring; excluding; ostracising; alienating; excluding others from a group; refusing to sit next to someone; overtly encouraging other people to actively ignore or avoid person.
- **Psychological:** spreading rumours; dirty looks; hiding or damaging possessions; inappropriate use of information technologies; such as using email; websites or text messaging to hurt others, using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.

3. RIGHTS OF STUDENTS, TEACHERS, PARENTS/GUARDIANS

Students, teachers, parents, caregivers and members of the wider school community can expect:

- That students will be safe at school, free from fear of bullying, harassment, intimidation and victimization
- To know what is expected of them and others in relation to the College anti bullying Policy
- That all students will be provided with appropriate support when bullying occurs.

4. RESPONSIBILITIES

Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Support through words and actions the college anti bullying plan.

The College has a responsibility to:

- Inform students, parents, caregivers and the community about the Behaviour Management and Discipline Policy and Anti Bullying Policy
- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour

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- Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children
- Follow up complaints of bullying, harassment, intimidation and victimization.

Students can expect to:

- Know that their concerns will be responded to by College staff
- Be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- Participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Behave as responsible bystanders
- Follow the college anti bullying policy
- Respond to incidents of bullying according to the college anti bullying policy.
- Report incidents of bullying

Parents and caregivers have a responsibility to:

- Be aware of the College Anti Bullying Policy and assist their children in understanding bullying behaviour
- Report incidents of school related bullying behaviour to the school
- Work collaboratively with the school to resolve incidents of bullying when they occur
- Support their children in developing positive responses to incidents of bullying consistent with the College Anti Bullying Policy
- Support all students of the school to deal effectively with bullying through the strategies of the College Anti Bullying Policy.

Teachers and staff have a responsibility to:

- Respect and support students in all aspects of their learning
- Model and promote appropriate behaviour
- Respond in an appropriate and timely manner to incidents of bullying according to the college anti bullying policy
- Know and work in accordance with the school's anti bullying policy
- Document incidents in accordance with the College Behaviour Management and Discipline Policy.
- Provide an appropriate curriculum that educates about the rights of individuals and the impact of bullying behaviour.

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5. SCHOOL LIAISON POLICE CONTACT

- Danny McManus – Senior Constable; School Liaison Police, Youth Command
 - Level 2 Bankstown Police Station, 2 Meredith Street, Bankstown NSW 2200
 - Telephone: 02 9783 2264 EN 42264
 - Fax: 02 9783 2270 EN 42270
 - Mobile: 0477 442 011
 - Email: mcma3dan@police.nsw.gov.au
 - www.police.nsw.gov.au

6. FURTHER INFORMATION

Further information about the processes outlined in this document can be sought from the Principal or Head of School.

7. RELATED DOCUMENTS

- Student Pastoral Care Policy
- Supervision and Playground Duty Policy
- Excursion Policy
- Sport Policy
- Behaviour Management and Discipline Policy
- Child Protection Policy

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