



ANTI-BULLYING POLICY

1. INTRODUCTION AND PURPOSE

At St Charbel's College ("the College"), our role model is Christ, and we strive to replicate His teachings in all our actions and relationships with others. Inspired by Jesus' words, "*Do unto others as you would have them do unto you*" and "*Love your neighbour as yourself*", we are called to live out these Christian values through respect, responsibility, stewardship, and fostering positive relationships.

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

At St Charbel's College:

- Every person has the right to be respected as an individual and treated with dignity.
- Every person has the right to feel safe and secure in their learning and relationships.

Every person has the right to learn and belong, free from bullying, discrimination or harassment.

At St Charbel's College, we acknowledge our shared **responsibility** to nurture a safe, inclusive and supportive environment. Persistent bullying can cause long-term psychological, social, and developmental harm, affecting not only those directly targeted but also those who witness it. As **stewards** of our College community, it is our collective duty - teachers, parents, caregivers, and the wider school community to ensure that every student feels safe, valued, and happy to come to school each day.

We also understand that bullying behaviours, if left unchecked, can negatively impact the culture of our school. Therefore, at St Charbel's College, we take a proactive approach to address bullying. Through our PDHPE and Pastoral programs, we educate our students to understand the effects of bullying and the importance of building respectful, positive relationships. This is also embedded in all facets of school life, whereby staff and students are empowered to ensure the well-being of every individual. Furthermore, a culture of expressing concerns and seeking support is fostered through our counselling and chaplaincy services, which are readily available to all students. By fostering compassion, responsibility, and care for one another, we work to create a community where every student can thrive.

2. DEFINITIONS

There are different tiers of hurtful behaviour:

- When someone says or does something unintentionally hurtful and they do it once, that would be considered rude and impolite behaviour.
- When someone says or does something intentionally hurtful and they do it once, that would be

considered mean and hurtful behaviour.

- Bullying is defined as **repeated behaviour** that intentionally hurts, threatens, or intimidates someone else, either directly or indirectly. Bullying can occur **individually** or in a group and may also include **bystanders** who fail to act to address the situation. Bullying can occur in the classroom, on the playground, during travel to and from school, or through cyberbullying. Bullying undermines respect, relationships, and the dignity of every person, which are core to our College virtues.

Bullying behaviour can take many forms, including and not limited to:

- **Verbal Bullying:**
 - Name-calling, teasing, abuse, putdowns, sarcasm, insults, threats, and constant criticism of a person.
 - Inappropriate or disrespectful comments about someone's appearance.
- **Non-Verbal Bullying:**
 - Writing offensive notes, graffiti, or messages about others.
 - Using rude or disrespectful gestures.
- **Physical Bullying:**
 - Hitting, punching, kicking, scratching, tripping, or spitting.
 - Taking, stealing, hiding, or damaging someone's possessions, food, or money.
- **Social-Emotional Bullying:**
 - Deliberately ignoring, excluding, ostracising, or alienating someone.
 - Excluding others from a group, refusing to sit next to someone, or overtly encouraging others to avoid or ignore a person.
 - Forcing someone to complete tasks or follow instructions against their will.
- **Psychological Bullying:**
 - Spreading rumours, giving dirty looks, or hiding/damaging possessions.
- **Cyberbullying**, including the inappropriate use of digital technologies, such as:
 - Using email, text messaging, or social media to hurt, threaten, or intimidate others.
 - Sharing or spreading inappropriate images, words, rumours, or misinformation.
 - Unauthorised use of camera phones or other technologies to cause harm.

At St Charbel's College, bullying in any form is unacceptable as it violates the **responsibility** we share to build positive relationships and uphold the dignity and safety of every individual.

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 victimisation.
- 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 Policy.

The College has a responsibility to:

- inform students, parents, caregivers and the community about the 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.
- 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 victimisation.

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 to a teacher.

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 in a respectful manner.
- 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 College Anti-Bullying Policy.

- document incidents in accordance with the College Discipline Policy.
- provide an appropriate curriculum that educates about the rights of individuals and the impact of bullying behaviour.

5. ACTION PLAN

- ***What to do if a student is BEING bullied.***

The following steps are encouraged if a student is being bullied:

- i. **Stay calm and walk away if possible:** Ignore the person who is bullying you and try not to show how upset you are.
- ii. **Speak up clearly:** If you feel able to, state calmly and firmly that their behaviour is unwelcome, offensive, and needs to stop.
- iii. **Talk to someone you trust:** If the behaviour continues or you feel unable to respond, seek support from someone you feel comfortable with. This could include:
 - Homeroom Teacher
 - Class Teacher
 - Pastoral Year Coordinator
 - Wellbeing Coordinator (Counsellor)
 - Chaplain
 - Director/Coordinator of Pastoral Care
 - Assistant Principal
 - Principal

- ***What to do if a student WITNESSES bullying:***

The following steps are encouraged if a student witnesses bullying (bystander):

- I. **Support the person being bullied:** Stay with them, comfort them, and let them know they are not alone.
- II. **Speak up if safe to do so:** Calmly tell the person who is bullying that their behaviour is wrong and unacceptable.
- III. **Encourage reporting:** Encourage the person being bullied to tell someone they trust—such as the teacher on playground duty, their Homeroom Teacher, Year Coordinator, Counsellor, or any staff member listed above.
- IV. **Report it yourself if needed:** If the student is unwilling to report the incident, offer to report it on their behalf.
- V. **Show disapproval:** If you are part of a group where bullying is occurring, make it clear that you disapprove. By staying silent or doing nothing, you are unintentionally supporting the bullying behaviour. Along with this, seek support from the member/s of staff listed above.

- ***How to know if the student IS bullying:***

The student is to ask themselves the following sample questions (refer to point 2 'Definitions' of this document):

- I. **Are there any fractured relationships as a consequence of my behaviour?**
- II. Do I enjoy, teasing, name-calling and targeting others?
- III. Do my comments and "jokes" offend others?
- IV. Do I encourage others to participate in bullying behaviour?

- V. Do I ignore others, marginalize others, or make others feel that they are not a part of my circle of friends?
- VI. Do I use social-media to offend and poke-fun of others?
- VII. Have I failed to reconcile with others? Do I apologize to others and forgive others?

- ***What the College does about incidents of bullying:***

When bullying is reported, St Charbel's College follows a consistent and compassionate process to address the situation.

- I. **Documentation:** Students involved will write an account of what happened, including:
 - Where the incident occurred
 - How often it has happened
 - What has been done to try to stop it
- II. **Listening and Responding:** We will listen to and speak with both the person who has been bullied and the person responsible for the bullying. Input may be sought from the **Teacher, Counsellor, or Coordinator** to gain further insight and determine appropriate steps.
- III. **Appropriate Actions and Consequences:** Consequences for bullying behaviour will depend on the circumstances and how the individuals involved respond to the steps taken.

- ***Approaches used to address bullying:***

- I. **Restorative Practices:** Encouraging accountability and reconciliation to repair harm and rebuild relationships.
- II. **Mediation:** Facilitating a calm and supportive discussion between the students in conflict to resolve issues.
- III. **Input from Support Staff:** The **Wellbeing Coordinator/Counsellor, Teacher, or Coordinator** may provide strategies, advice, or support to help resolve the issue effectively. This includes guidance to help the student cope more effectively and build resilience.
- IV. **Consequences:** Depending on the severity, appropriate consequences may include:
 - Detentions
 - Community service
 - Writing an apology letter
 - Internal or external suspensions
 - Expulsion

By implementing these measures, and involving key support staff, we aim to create a safe, respectful, and inclusive school environment where every member of our community feels supported and valued.

6. SCHOOL LIAISON POLICE CONTACT

- Level 2 Bankstown Police Station, 2-14 Meredith Street, Bankstown NSW 2200
 - Telephone: 02 9783 2264
- Senior Constable Gary Farrelly, Youth Engagement Officer – Bankstown Sector
 - Mobile: 0402995469

- Email: farr1gar@police.nsw.gov.au
- Senior Constable Tim Ray, Youth Engagement Officer – Bankstown Sector
 - Mobile: 0438 801 453
 - Email: ray1tim@police.nsw.gov.au
- Senior Constable Belinda Angwin, Youth Officer – Crime Prevention Unit, Bankstown
 - Mobile: 0411 430 670
 - Email: angw1bel@police.nsw.gov.au

1. FURTHER INFORMATION

Further information about the processes outlined in this document can be sought from the Principal.

2. RELATED DOCUMENTS

- Child Protection Policy
- Student Pastoral Care Policy
- Excursion Policy
- Discipline Policy
- Mobile Phone