



Marist College Kogarah

ANTI-BULLYING POLICY

Rationale

To educate, inform and protect students from bullying and promote a school culture where bullying is unacceptable and students feel a sense of welcoming. The SCS Anti-bullying policy underpins this policy. The SCS Anti-bullying policy can be accessed at: <https://goo.gl/yx8VFh>

Definition

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.

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours, or in the workplace.

Bullying behaviour can be:

- **verbal**, eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical**, eg hitting, punching, kicking, scratching, tripping, spitting
- **social**, eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological**, eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

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.

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.

Guiding Principle

Marist College Kogarah is a centre of learning, of life, and of evangelising. As a school, it leads students **“to learn to know, to be competent, to live together, and most especially, and to grow as persons”**. As a Catholic school, it is a community setting in which faith, hope and love are lived and communicated, and in which students are progressively initiated into their life-long challenge of **harmonizing faith, culture and life**. As a Catholic school in the Marist tradition, it adopts Marcellin’s approach to educating children and youth, in the way of Mary.

Our style of educating is based on a vision that is truly holistic, and that consciously seeks to communicate values. While we share such a vision with many, especially in Church circles, we use a **distinctive pedagogical approach** which Marcellin and the first Marists initiated and which was innovative in many of its aspects.

We share their intuition that as stated in the words of St Marcellin Champagnat **“to bring up children properly, we must love them, and love them all equally”**. From this principle, flow the particular characteristics of our style of educating: presence, simplicity, family spirit, love of work, and following the way of Mary. We seek to adopt these attitudes and values as our way of inculturating the Gospel. It is their sum and their interaction which gives our Marist style its Spirit-inspired originality.

The core foundation of Marist College Kogarah is to build positive relationships where there students feel a sense of comfort. When issues arise they are dealt with the notion of restorative practices to ensure that relationships are mended and students can work together within the community.

The processes for dealing with bullying are informed by Sydney Catholic Schools Anti-Bullying Policy and Resolution of Complaints Policy, copy of which is available for viewing on the College Website.

Aims

- To build awareness of the unacceptable nature of bullying.
- To build capacity within students with the core Catholic value of RESPECT as our guide.
- To implement and maintain a whole school approach to address bullying issues.
- To build self-esteem and a sense of self-efficacy.
- To empower students to be proactive in problem solving with bullying issues.

Policy in Action

Students:

- Students are made aware that bullying is unacceptable behaviour and that there are procedures that are put in place to deal with issues.
- Information in diaries.
- Issue of bullying are discussed at Assemblies and in Pastoral Periods.
- Guest speakers are invited to the College to discuss issues.
- The College invites theatre companies to perform interactive performances to promote the concerns that arise with bullying, eg Bully Busters.
- Students participate in surveys on the occurrences and issues relating to bullying.
- Students are made aware of the responsible use of technology through transition programs

Staff:

- Staff should be active in identifying and eliminating bullying behaviour while on playground supervision, in corridors, in classroom, at sporting venues and all other school-based activities.
- Teachers should immediately address bullying behaviour with students of concern.
- Teachers should report incidents or suspected incidents to a Year Co-ordinator, Senior Pastoral Care Co-ordinator or the Assistant Principal for early intervention.
- Teachers should support the programs designed to assist with eliminating bullying.
- Staff are in-serviced in the identification of bullying behaviours and strategies to assist with dealing with bullying issues and eradicating bullying.
- Clear records are to be kept of bullying incidents:
 - Victims of bullying are to record the incident in writing.
 - Year Coordinators are to record bullying incidents in Sentral including the names of perpetrators, victims and any witnesses.
 - Year Co-ordinator to record ongoing monitoring of incidents in Sentral.

Parents:

- Inform the College (9587 3211) by contacting your son's Year Coordinator if you suspect any form of bullying.

Dealing with Bullying Procedure**Step 1:** Students:

Report your concern to a teacher.

Once an issue has been reported to a teacher then the teacher must respond immediately by discussing the issue with the victim.

The teacher will inform the Year Co-ordinator who will ask the student to write down the incident.

Step 2: Teacher/Year Coordinator: Interview with student believed to be responsible for bullying behaviour.

Year Co-ordinator should be informed and record all incidents on Sentral.

Teacher/Year Coordinator is to discuss the issue with both victim and bully. The focus is in restoring the relationship by focusing on specific behaviours, who was affected and how they were affected.

Assumption: Every boy has a right to have his inappropriate behaviour pointed out to him, a right to be heard and an opportunity to correct his behaviour.

Use of the College diary to inform parents.

Year Coordinator to ensure notification of relevant staff members such as Homeroom teacher, class teachers and support people

Year Co-ordinator may engage the services of senior students to act as mentor for students experiencing bullying. Refer to the Student Behaviour Management Framework.

Step 3: Year Co-ordinator to follow up and monitor the situation.
Follow-up interview recorded in Sentral.

Action: EITHER No further action

OR

1. Expression of concern with the student that he has not kept his deal in assisting the bullied boy as he said he would.
2. If appropriate, move to Step 2 of the Student Behavioural Management Framework.
3. Else, clarify expectations, and give the student a further opportunity to demonstrate goodwill.

Step 4: Further interview. Possible actions include:
→ No further action – matter resolved
→ Detention
→ Parent Contact
→ Interview with parents
→ Monitoring starting at Step 3 of Student Behavioural Management Framework.

Step 5: If no change in bullying behaviour and issues are continuing
→ Monitoring at Step 4 of Student Behavioural Management Framework.
→ Parental Interview with Principal and Assistant Principal.

Strategies and Information Regarding Bullying

The following information is provided for Students, Staff and Parents regarding Bullying.

How can we Help?

Parents

1. Watch for signs of distress in your son, unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising.
2. Take an active interest in your son's social life and acquaintances.
3. Advise your son to tell a trusted teacher or maybe their Year Coordinator. If possible, allow your son to report and deal with the problem himself. He can gain much self-respect through taking the initiative and dealing with the problem without Mum and Dad's involvement, but this is not always possible.
4. Inform your son's Year Coordinator if bullying is suspected.
5. Do not encourage your son to hit back.
6. Communicate to your son that, as a parent, your involvement will be appropriate so that the problem is not aggravated and so that retribution will not be visited on the child.

Staff

1. Be observant for examples of distress or suspected incidents of bullying.
2. Report suspected incidents to the relevant Year Coordinator.
3. Take steps to help victims and remove source of distress, without putting victim at further danger and risk.
4. Listen to students (individually and in groups) and be sympathetic to the reports of possible bullying.

5. Make efforts to remove occasions for bullying by active patrolling during supervising duty.
6. Arrive at class on time and move promptly between lessons.
7. Be sympathetic to the needs of the victim and the alleged bully, and don't be too quick to judge guilt.
8. Be alert to situations of bullying, in their own actions, or in those of their colleagues.

What Can Students Do About Bullying?

**YOU SHOULD NEVER BE AFRAID TO SPEAK TO SOMEONE ABOUT THE PROBLEM.
IF YOU DON'T REPORT IT, WE CANNOT HELP YOU!**

1. If bullying occurs, it is important to tell somebody straight away. If you don't feel comfortable telling a teacher yourself, speak to a Senior student that you know or someone you trust. They can speak on your behalf. It is important a teacher is notified.
2. Try to ignore it and not show that it upsets you. If the harasser is not rewarded by your response, the bullying may stop.
3. Be with someone when the bully is around.
4. Stay away from the bully – avoid contact.
5. Avoid reacting by making negative comments. Do not hit back, swear or become upset.
6. Stay positive; don't let it get you down.

If you see others being bullied:

1. Report the incident to your Year Coordinator.
2. Refuse to be present in any bullying situation. Your presence contributes to the crime against the victim.

Contact Information and Support Agencies

Immediate support and advice is available from the:

College Counsellor 9587 3211

Youth Liaison Officer (St George Local Area Command) 9375 8553

The following support services contact numbers are also provided to assist with bullying:

CatholicCare	13 18 19
St George Mental Health Service <ul style="list-style-type: none"> ● Intake and Assessment Service ● Child and Adolescent Mental Health ● Acute Care Team (extended hours) 	1800 011 511 8198 7300 9553 2595
Canterbury Community Mental Health Service	9787 0600
Family and Community Services, St George	9585 7222
Child Protection Helpline	13 21 11
Lifeline	13 11 14
Kids Helpline	1800 551 800 / http://kidshelp.com.au
Parentline	1300 1300 52 / www.parentline.org.au
Mental Health Access Line	1800 011 511
Domestic Violence Line	1800 656 463
ReachOut	http://au.reachout.com/
beyondblue	1300 224 636 / https://www.beyondblue.org.au/
Bullying - No Way!	https://bullyingnoway.gov.au/