

ST EUPHEMIA COLLEGE

7-12



ANTI BULLYING

POLICY

2014

1. Rationale

St Euphemia College High School does not tolerate bullying behaviour. Bullying of any kind is unacceptable at our school. We believe that it is every child's right to experience safety and freedom from violence, abuse or any form of intimidation, both covert and overt.

A sense of security is fundamental to emotional wellbeing. In order to feel connected to others within the School environment and to schooling itself, students need to feel safe, not just safe from physical harm or threats of physical harm, but also safe to have and express opinions, safe to be themselves, whatever their gender, ethnicity, family background and interests. They also need to feel that they are able to take part in school and class activities without being left out or isolated.

2. Definition

Bullying is when a person or group of people repeatedly act in ways that deliberately causes hurt, fear or embarrassment to another person, even though they have been asked to stop.

Harassment is any unwanted, unwelcome, or uninvited behaviour which makes a person feel humiliated, excluded or offended. Harassment can be seen as one form of bullying. The terms are often used interchangeably.

3. Applicability

This Policy applies to all staff, students, parents and caregivers of St Euphemia College.

4. Context/Rationale

St Euphemia College is committed to providing a caring, friendly, safe and supportive environment for all of our students so they can learn in a secure atmosphere. If bullying occurs, students should be able to disclose this and be assured that the incident will be dealt with promptly and effectively.

Challenging bullying effectively will improve the safety and happiness of students, show that the School cares and make clear to bullies that the behaviour is unacceptable. This will be achieved with due thought to procedural fairness.

This policy must be read in conjunction with St Euphemia College's policies related to the wellbeing of students.

5. Roles and Responsibilities

It is the duty of everyone who sees an instance of bullying, potential bullying, to act to stop it. Bullying is a concern for the entire School Community and consequently all students, staff, parents and caregivers have a role to play in eliminating bullying from the College.

Responsibility of the Principal

The Principal is expected to:

- support, promote, enact, maintain and review the Anti Bullying Policy and Guidelines
- promote actively and explicitly promote the College's Anti Bullying Policy
- maintain an open door policy regarding bullying issues
- manage effective and appropriate interview sessions for victims of bullying and bullies.

Responsibility of Staff:

Staff are expected to:

- be alert to bullying behaviour and signs of distress in students
- respond to incidences of bullying according to the policy of the College
- model anti-bullying behaviour
- be familiar with the College's Anti Bullying Policy and Procedures
- be models of caring and tolerant behaviour
- act to protect all students
- report incidents of bullying
- actively engage students in learning activities on prevention of bullying
- inform other appropriate staff
- protect the person being bullied from further harm
- act to stop the behaviour recurring
- record identified bullying incidents
- make students aware of their responsibilities with regard to the Anti Bullying Policy
- implement lessons to develop resilience to bullying
- treat information regarding bullying confidentially
- be active in identifying and eliminating bullying behaviour while on playground supervision, in the corridors, in the classroom, at sport venues and other School activities
- report suspected victims of bullies to Year Coordinators or Faculty Coordinators for early intervention and monitoring
- support and participate, where possible, in welfare programs designed to assist in the elimination of bullying eg Peer mediation, peer support, peer tuition/mentoring
- participate in anti bullying, staff development programs and become aware of different strategies for combating bullying.

Responsibility of the Parents and Caregivers

Parents and Caregivers are expected to:

- encourage their children to be open with them about bullying behaviour
- be alert to signs of distress in their children
- advise the Year Coordinator of any concerns regarding bullying
- model anti bullying behaviour for their children
- listen sympathetically to reports of bullying
- speak to relevant College personnel (not the alleged students concerned)
- work with the College in seeking a permanent solution

Responsibility of Students

Students are expected to:

- take appropriate steps to discourage or prevent bullying
- advise staff of bullying incidents
- discuss these experiences with parents or caregivers
- be aware that bullying is unacceptable behaviour and that there are procedures in place for dealing with this problem
- adhere to School rules about bullying

Note: Prefects, SRC and Peer Support Leaders have a special role to play to support fellow students involved in bullying incidents.

Note: All Year 7 students participate in Peer Support, aimed at building friendships, challenging stereotypes and encouraging assertive behaviour.

6. Policy Review

This Policy will be reviewed as required.