

Patrician Brothers' College Fairfield

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Bullying Policy

Revised 2010

1.0 Rationale

Our College seeks to affirm each person's worth, dignity and vocation. Bullying strikes at the basis of these values and prevents students reaching for excellence in every dimension of life. Students are entitled to receive their education free from humiliation, oppression and abuse. Bullying effects everyone, not just the bullies and their victims. It also effects those who may witness violence and intimidation of the victim. It can damage the atmosphere of the class and even the culture of the school. Bullying is the misuse of power, position and privilege. It is done to intimidate, coerce and frighten and to control.

2.0 Definition

Bullying is intentional, unprovoked and repetitive behaviour meant to hurt, exclude, or 'putdown' someone, individually or in a group. At Patrician Brothers' College, Fairfield, bullying is defined as the action of a student who attempts to exercise an improper authority or influence over another by intimidation, threatened or actual physical violence, humiliation, racial vilification, the use of obscene or vulgar language or the violation of the victim's right to security of property or person. This can be done in person, through friends or using Mobile Phone SMS, Email or various social networking sites. e.g. Facebook, Twitter, MSM.

3.0 Aims of the Policy

Being committed to the care and welfare of all our students, the College expects this policy to:

- Counter any views that bullying is an inevitable part of school life;
- Provide a safe, happy and positive learning environment for our young men and staff;
- Create a supportive climate and to break down the code of secrecy that protects the bully;
- Provide suitable counselling services for both the bully and the victim;
- Provide a physical environment which engenders good behavioural patterns; and
- Move beyond a crisis management approach to the creation of an environment that is free of abuse.
- Identify bullies within the College.

4.0 Types of Bullying

There are a variety of categories they are:-

Direct Physical Bullying:

Hits, trips, pushes, pokes, damages property, physically threatens, gives intimidating looks, steals property, touching and brushing up against (sexual nature).

Direct Verbal Bullying:

Calls names, insults, makes homophobic remarks, makes racist remarks, verbally abuses name, family, religion, disability, or other individual characteristic of “target,” laughs at, puts down, threatens, sexual joking and innuendo.

Indirect Bullying:

(Sometimes referred to as ‘Social Bullying’), this form of bullying is harder to recognise and is often carried out behind the bullied student’s back. It is designed to harm someone’s social reputation and/or cause humiliation): lies and spreads rumours, plays nasty jokes to embarrass and humiliate, mimics, deliberately leaves “target” out of activities, encourages others to socially exclude someone, damages someone’s social reputation and social acceptance.

Cyber Bullying:

More recently and with the influx of ICT into the classroom and society, a new form of bullying has appeared. Cyberbullying involves being cruel to others by sending or posting harmful material or engaging in other forms of social aggression using the Internet or other digital technologies (Willard, 2007). Some of the main forms of cyberbullying include:

- Flaming: online fights using electronic messages with angry or vulgar messages
- Harassment: Repeatedly sending nasty, mean and insulting messages
- Denigration: Posting or sending gossip or rumours about a person to damage his/her reputation or friendships
- Outing: Sharing someone’s secrets or embarrassing information or images online
- Exclusion: Intentionally and cruelly excluding someone from an online group
- Cyberstalking: Repeated, intense harassment and denigration that includes threats or creates significant fear.

5.0 Responsibilities

Staff

All staff members must:-

- Be alert for early signs of stress in students;
- Report all incidents or suspected incidents in writing to Year Coordinators;
- Offer the victim immediate support and help;
- Use all of their students as a positive resource in countering bullying and take the time to discuss the problem in homeroom, classes and/or assemblies (Year/College);
- Empower students with the use of consistent behaviour management techniques, positive reinforcement for appropriate behaviour and classroom specific unified language
- Conduct at least once a semester an ‘identify a bully’ survey during homeroom;
- Ensure that students in homeroom are encouraged to co-operate fully in identifying incidents of bullying of their sons;

- Enforce the “College Hands off Policy”.
- Use of a variety of educational and supportive efforts (e.g., restorative questioning) in response to bullying and the use of, when necessary, negative consequences.

Students

By constant instruction and affirmation, students are encouraged to become aware that:-

- All incidents of bullying must be reported to a trusted teacher or to the student’s Year Coordinator;
- They must support the bully identification initiatives of the College;
- Under no circumstances should bullying be allowed to occur; providing an audience
- It is a responsibility to encourage victims of bullying to seek assistance;
- Reducing bullying enhances the educational climate and the ability of individuals to perform at their best;
- Playground games and ‘mucking’ around can conceal bullying;
- They can assist friends and other members of their cohort in being safe at school by reporting bullying or intimidation.

Parents

Parents can make a significant contribution to the achievement of this policy by:

- Watching for signs of distress in their son. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, a loss of equipment, requests for extra pocket money, damaged clothing or bruising, loss of self confidence and self esteem.
- Taking an active interest in their son’s social life.
- Informing their son’s Year Coordinator, Pastoral Care Coordinator Assistant Principal or Principal, immediately they think their son is a victim of bullying;
- Advising their son to contact a trusted teacher;
- Encouraging their son NOT to hit back or respond verbally.
- Actively listening to their son’s as they discuss the situation of their friends
- Spend time listening and provide physical signs of love and affection
- Attend Parent information nights on the topic of bullying and other well being issues, when provided.

6.0 Responses to Bullying

The response to and/or consequences of bullying are outlined in the ‘Student Management Policy’ depending on the degree of seriousness. The options available may include more than one of the following:

- Student Interview with Year Coordinator and or Pastoral Care Coordinator, Assistant Principal

- Restorative Justice Conference for all major stakeholders,
- Parental Interview,
- Counselling (either by the College or referral to external agency).
- Participation in Well being or Social skills classes.
- Afternoon Detention,
- Internal Suspension, External Suspension, Conditional Enrolment
- Transfer, Exclusion, Written apology.

7.0 Resources

- Catholic Education Office - Pastoral Care document
- www.bullyingnoway.com.au
- www.curriculum.edu.au/mctyapdf/natsafeschools
- www.bullying.org/help
- www.kidshelp.com.au
- www.nobully.org.nz
- www.eduweb.vic.gov.au/bullying
- Bullying Poster (displayed in each classroom)
- Kids Help line: 1800 551 800
- Parent Help line: 13 20 55

8.0 Discretionary Basis

All attempts will be made to adhere to the above procedures, but particular circumstances may require some departure from procedure.

9.0 Evaluation

An evaluation of the operation of this policy will be carried out at least once a year.