



Anti-Bullying Policy

Rights and Responsibilities



- We all have the right to learn in a safe and supportive school environment that values diversity - an environment free from bullying, harassment, discrimination and violence.
- We all have the right to be treated with fairness and dignity.
- We all have a responsibility to keep others safe and to treat them in the same way - with fairness, dignity and respect.

Definition



Bullying and harassment occur when people use and abuse power to trouble, annoy or oppress a person. Bullying and harassment are often thought of separately; however both involve a more powerful person or group oppressing a less powerful person or group, often on the grounds of 'difference'. These differences can be related to culture, ethnicity, gender, sexuality, sexual orientation, ability or disability, religion, body size and physical appearance, age, marital status, parenting status or economic status.

Bullying and harassment



- may be physical (hitting, kicking, pinching), verbal (name-calling, teasing), psychological (standover tactics, gestures), social (social exclusion, rumours, putdowns) or sexual (physical, verbal or nonverbal sexual conduct);
- may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge;
- have an element of threat;
- can continue over time;
- are often hidden from adults;
- will be sustained if adults or peers do not take action.

Discrimination



- Discrimination is treating one person or group less fairly or less well than others. Discrimination may be direct or indirect and based on factors such as ability, culture, ethnicity, gender, sexuality, sexual orientation, physical appearance, age, religion, marital status, parenting status or economic status.
- Individuals or groups can discriminate. So can an organisation's policies and practices.

Violence



- Violence is the damaging and destructive use of force. Violence is often used to assert power over individuals.
- *Violence:*
- *is not just physical - it takes many forms;
- *affects the safety, rights and freedom of others;
- *may be a one-off incident between individuals or groups;
- *can involve an ongoing relationship between parties;
- *may involve provoked or unprovoked acts;
- *may be used by those victimised by bullying to redress the imbalance of power.

Bully



Someone who hurts, teases, harasses or intimidates others.

Victim



Someone who has been hurt, teased, harassed or intimidated by someone else.

Bystander



Someone who knows of or witnesses an act of bullying.

What can I do?



- Students who witness an incident have a responsibility to report the incident. They have the right to feel safe when doing so.
- Students who are bullied should seek support from any teacher, their parents or guardians, a member of the Wellbeing Team, the Deputy Principal or the Principal. They should discuss the incident if they have been bullied or harassed. They have the right to feel safe when doing so.
- Students who have bullied should seek assistance from any teacher, their parents or guardians, a member of the Wellbeing Team, the Deputy Principal or the Principal. They have a responsibility to change their behaviour and the right to be allowed to redeem themselves.

What happens next?



- Once the incident has been reported, bully, victim and witnesses are talked with. This is fully investigated and documented.
- If incidents of bullying are proven, both bully and victim are offered counselling and support in consultation with the parents.
- The bully is required to spend time reflecting on his/her actions. This reflection includes a response to the following questions:
 1. *What did I do wrong?*
 2. *Why did I do it?*
 3. *What should I have done?*
 4. *What am I going to do to make it better?*
- This reflection is then discussed and a plan is implemented to ensure it is followed through.
- A letter is sent home to both the bully's and the victim's parents explaining the incident and the actions taken.

What are the consequences?



- Consequences could include the following, dependent on the severity and frequency of the bullying. The member of the Wellbeing Team, Deputy Principal or Principal will decide upon the appropriate action:
- Exclusion from class, with time out made up during lunch time.
- Exclusion from the yard.
- Withdrawal of privileges, such as use of computers, inclusion in excursions, lunchtime activities etc.
- In - school suspension.
- Ongoing counselling from an appropriate agency for both bully and victim.

**Here at Catholic Regional College Caroline Springs we say NO WAY to bullying!
If you are not part of the solution then you are part of the problem. Speak up!**