POLICY FRAMEWORK
At MacKillop Catholic College we are called to establish relationships which are grounded in love, compassion, reconciliation and justice. In witnessing Christian values we reject ideas, beliefs and behaviours which marginalise or victimise people.

Pastoral Care in our Diocesan schools

...has as its focus the life of Jesus Christ.

I have come that you may have life and have it to the full. (John 10:10)

The Catholic worldview perceives Jesus as God’s Son, who saved us through his life, death and resurrection, and through whom we enter into the life of God.

... is concerned with the dignity and integral growth of the person.

God created humankind in God's image. (Genesis 1:27)

The Catholic worldview perceives each human being as a unique person created in the image of God, having an inalienable dignity that is always to be respected.

... is a responsibility entrusted to all members of the faith community.

All members may be concerned for one another. If one member suffers, all members suffer: if one member is honoured, all members share this joy. You then are the body of Christ. (1 Corinthians 12:25-27)

The Catholic worldview perceives an imperative to proclaim to others the love we receive from Jesus, by loving them as Jesus loves us.

... is a force for healing, reconciliation and liberation.

I shall look for the lost one, bring back the stray, bandage the wounded and make the weak strong. I shall be a true shepherd to them. (Ezekiel 34:16)

The Catholic worldview perceives the action of the Spirit in the world, inviting and empowering all people to respond to the divine love.

... is an expression of and commitment to justice.

He has sent me to bring good news to the poor, to proclaim liberty to captives and to the blind new sight, and set the downtrodden free. (Luke 4: 18)

The Catholic worldview perceives an obligation to work to create social conditions in which the unique dignity of each person is respected and all human rights protected.

AIM:
At Mackillop we aim to ensure a safe and happy learning environment for all members of the school community. We all share a responsibility to foster, promote and restore right relationships. We recognise that bullying does occur and we work to promote a culture which rejects bullying and provides support to any members of the school community who are bullied. The aim of this policy is to empower the whole school community and respond appropriately to bullying and harassment and contribute to the general health and well-being of all students.
DEFINITION OF BULLYING
Whilst there is no universally accepted definition of bullying, there is general consensus that bullying behaviour has the following elements:
A desire to hurt; the perpetration of hurtful behaviour (physical, verbal or relational) in a situation in which there is an imbalance of power; the action being regarded as unjustified, typically repeated and experienced by the target of the aggression as oppressive, and by the perpetrator as enjoyable. (Ken Rigby, 2002)

Bullying involves a person being hurt, distressed, pressured or victimised by repeated intentional attacks by another individual or group. Bullies abuse less powerful individuals by intimidation and/or harassment. Bullying may involve physical, verbal/textual, psychological or social behaviour. For example:
• Physical: hitting, punching, pushing, biting, scratching, tripping, pinching, spitting on others etc.
• Verbal/Textual: name calling, teasing, putdowns, sarcasm, passing notes, writing on desks, SMS, email, chat rooms, website, using offensive names, ridiculing, spreading rumours
• Social/Psychological: ignoring, excluding, stalking, mimicking, spreading rumours, defaming, dirty looks, intimidation, gestures, extortion, stealing, hiding or breaking possessions
• Property - stealing, hiding, damaging or destroying property etc.
• Extortion - threatening to take someone’s possessions, food or money etc.
• Sexual bullying: unwanted touching or brushing against someone, picking on someone because of their sexual orientation
• Cyber bullying: any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, ‘sms’, web page etc.

RIGHTS AND RESPONSIBILITIES
This anti-bullying policy has been developed in collaboration with teachers, students and parents/caregivers. This policy acknowledges that members of the school community have the right to:
• Be safe at school, free from fear of bullying, harassment and intimidation
• Know their concerns will be responded to
• Be provided with appropriate support

Members of the school community have the responsibility to:
• Refrain from engaging in bullying behaviours
• Report bullying of self and/or others
• Assist in implementing the school’s anti-bullying policy

MACKILLOP CATHOLIC COLLEGE SHARED / SCHOOL RESPONSIBILITIES
• Provide access to the anti-bullying policy and school code of conduct to all members of the school community via school internet, website, and hard copies (available on request)
• Involve staff, parents and external support agencies in developing and revising consistent procedures across the school for responding to and documenting bullying
• Clarifying roles of student support staff including student Year coordinators, KLA’s, Well Being Coordinator and School counsellor.
• Program specific activities in classes, across grades and the whole school community which promote values aligned with anti-bullying.
• Provide support and guidance to targets of bullying
• Provide intervention with individuals who bully others
• Respond to complaints or suggestions about procedures for specific handling of matters according to CSO complaint procedures.

TEACHER RESPONSIBILITIES
• Model anti-bullying attitudes and behaviour
• Encourage the teaching of tolerance, respect and valuing of differences and diversity through Key Learning Areas
• Listen to and respond to reports of bullying. Provide support and refer to relevant support staff as needed
• Implement the school code of conduct and anti-bullying policy
PARENT RESPONSIBILITIES

- Support the values of tolerance respect in the home
- Encourage children to exercise these values in all contexts including school
- Report bullying and encourage their child to do so
- Provide support and encourage their child to seek help
- Work in partnership with the school to resolve bullying issues

STUDENT RESPONSIBILITIES

- Show respect for all the members of the school community
- Speak out against bullying and report it when they see it. Report if you are bullied
- Support students who are bullied
- Support the College Parliament initiatives to assist with anti-bullying suggestions

AT MACKILLOP CATHOLIC COLLEGE WE ADOPT THE FOLLOWING STRATEGIES TO PREVENT BULLYING:

Explicit teaching of positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution, resilience, bystander action etc.

- Our staff model behaviour that is conducive to harmonious relationships which give rise to improved wellbeing for all College community members.
- At our fortnightly College assemblies, a regular media clip is aired which supports anti bullying behaviour and sentiment within the College.
- Our College has an active anti bullying student group called the “Bully Busters”. This group is supported by a staff member to assist students raise awareness of the impacts of bullying and the power of students rising up against the action of bullies within the college.
- Our College Wellbeing team has written and implemented Pastoral Care programs for each year group, all of which contain specific lessons to address the impacts of bullying behaviour and strategies to deal with bullying behaviour.
- Our College Wellbeing team oversees regular Bully Surveys that students are asked to complete to provide real data regarding the presence of bullying in the College, particular types of bullying, as well as any known hotspot locations where bullying may take place.
- Our College host various drama organisations like “Brainstorm Productions” to allow students to have the implications of bullying presented to them in a drama production for maximum impact.
- Students who are named as possible bullies within surveys are given a combination of pastoral and counsellor support to help bring about a change in behaviour. Parents of these students are interviewed to harness family support for the changes needed by the student.
- Students who are named as victims are given adequate support by pastoral teachers and co-ordinators, along with relevant family intervention. Our counsellor, wellbeing co-ordinator and family liaison officer provide ongoing support for victims of bullying to allow for the development of resilience and to contribute to a true sense of healing.
- Our College Executive has ensured that the culture within the College is such that it actively encourages all College community members to be actively involved in developing and maintaining a safe school community where diversity is respected and valued.
- Where bullying behaviour is detected and managed. Wellbeing team members ensure that relationships are restored by employing restorative practices for the benefit of community members involved.
- Our College regularly recognises and acknowledges students who demonstrate appropriate behaviours that promote and restore right relationships.
- Our College executive ensures teachers actively supervise students at all times that teachers are acutely aware of their responsibilities while on duty and that they turn up promptly to duty. Teachers are asked to be aware of playground ‘hotspots’ – toilets, stair tower, canteen area and amphitheatre and visit these areas regularly throughout their supervision duty.
- Our College Executive ensures there is Provision of safe and structured playground spaces and activities at break times. Designated areas ensure enough space is provided for the population of the college to enjoy break times in a harmonious environment.
HOW DO WE RESPOND TO BULLYING AT MACKILLOP CATHOLIC COLLEGE?

Bullying is viewed as a breach of the school rules and behavioural expectations and therefore follow up action will align with our School’s Behaviour Management and Student Discipline Policy.

Any reports of bullying will be investigated and appropriate action will be taken promptly. The response to bullying may include:

1. guidance and other support for the recipient of the bullying (e.g. re-skilling and re-teaching of strategies, resilience and social skills, counselling, conflict management skills, social networking etc.)

2. guidance and support for ‘bystanders’, ‘supporters’ and witnesses of the bullying (e.g. intervention strategies etc.)

3. age appropriate and consistent sanctions for the student who bullied (e.g. consistent with School Behaviour Management Policy)

4. interventions and support for the student who bullied including where necessary a Behaviour Support Plan (e.g. specific interventions developed to reduce the bullying behaviour, teaching of replacement behaviours, reinforcers etc.)

5. where appropriate informing parents as stated in the policy and involving them in any action and follow up

PROCEDURES FOR INVESTIGATING BULLYING AND FOLLOW UP

Discerning appropriate responses to bullying, school leaders need to balance the collective welfare of the school community with the individual needs of the student. In doing so, the College response to an incident of bullying may include:

• Preliminary interview(s) being conducted to ascertain the specific nature of the bullying. These interviews should be with individuals initially (i.e. student being bullied, students witnessing bullying, student engaging in bullying behaviour, staff etc.)

• The initial interviews should focus on the safety of individuals. This should include: a clear statement on the consequences if the bullying continues or if there are any reprisals as a result of the reporting of the incident and immediate preventative actions that will be implemented to avoid further incidents.

• Decisions being made as to the level of severity of the incident and whether the parents of those involved need to be informed.

• Follow up interviews should focus on appropriate strategies to assist and support all involved. This Plan will specifically identify the inappropriate behaviours, name the replacement behaviours, and outline strategies to support the replacement behaviours and reinforcers (both negative and positive) when behaviours occur.

• Regular monitoring and follow up with the students involved is necessary. (for example daily, prior to and after break times etc.)

• Any further recurrence of bullying may result in an issue of warning re suspension and could lead to the implementation of suspension procedures and, if necessary, removal of the student from the school through:
  - Suspension pending negotiated transfer,
  - Negotiated transfer or
  - Expulsion
PARTICIPATION & CONSULTATION PROCESS FOR ANTI BULLYING POLICY

- Awareness raising programmes (Curriculum & parent information evenings)
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected members of the Student Parliament, and/or pastoral classes
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

Date of Policy completion May 2012
Date of effective implementation November 2012
Signature _______________________________________________________
Steve Todd
Principal MacKillop Catholic College