ANTI-BULLYING POLICY

RATIONALE

Bullying IN ANY FORM is unacceptable at Marist Catholic College Penshurst including but not limited to behaviour that causes another person/s embarrassment pain or discomfort through physical verbal written/cyber/graphic communications of any type, gesture, exclusion, extortion and/or other forms bullying.

WHAT IS BULLYING?

While verbal exchanges of name calling and other insults may occur as a result of a spontaneous conflict situation, it is the on-going persecution of an individual or group that is of significant concern. This persecution may occur in person through third parties, in writing or via electronic and or cyber forms of communication. For the purposes of this policy the following criteria will be used to describe the kind of bullying that will incur serious action:

+ Repeated harassment of an individual or individuals by another or others. This harassment may be in the nature of

  • verbal or written insults and name-calling, threats to personal safety, the destroying of a person's good name
  • by rumour and relaying verbal abuse and threats via others or via electronic means, such as the internet or telephone

+ Repeated intimidation of another person or persons by physical contact through pushing, bumping, standing close.

  • gang type groupings around a person: threats of physical violence and following another student around the College and/or out of school hours.

+ Repeated abuse of a person’s possessions as form of intimidation e.g. destruction or rough treatment of an individual's personal property and theft of personal property.

+ Stand-over tactics using threats to ones' personal safety, using power and bullying to gain money from others for protection, etc.

GUIDELINES/PROCEDURES

1. All students will be made aware of the following procedures and consequences for fighting and bullying. The intolerance of such activities will be made known through College assemblies, newsletters and other publications and through Pastoral Care class.

2. Any student found using physical violence of any kind against another student will be immediately suspended and will not be readmitted to the College until an interview with the parents and a member of the College executive is held.
3. Verbal insults or name calling resulting from a single incident will be dealt with by the individual teacher and/or the relevant Pastoral Care Teacher. These incidents will be reported to the Leader of Wellbeing.

4. Incidents of continual bullying should be reported to the relevant Leader of Wellbeing who will interview the students involved. She/he will deal with the matter according to the gravity of the situation.

A warning, a letter home to parents, and/or internal isolation may be applied and records will be kept for future reference. The nature of the consequence will be up to the Leader of Wellbeing and the Assistant Principal.

The decision may be made to suspend students concerned immediately. The Assistant Principal would then report the action taken to the College Principal.

5. If a student is found to be involved in further incidents of bullying then she/he will be immediately suspended until such time that an interview between the parents and the College can be arranged. Depending on the situation a contract and/or counselling may be a condition for a student’s return.

6. If a student continues bullying activities a further suspension will be incurred with no return to school until outside action i.e. counselling, is taken up and parents are prepared to work with the school in determining the best way to deal with their child’s behaviour.

7. If the student is returned to school after a second suspension and further activities of bullying occur then they may be asked to leave the College permanently. Students are encouraged to confide in a teacher or their Leader of Wellbeing if they are being bullied of if they know of anyone being bullied. At all times pastoral support will be offered to the one being bullied. If parents are aware of any bullying in the College carried out against their son/daughter, or another student they should notify the Leader of Wellbeing immediately. Should bullying continue outside the College and students are intimidated at home via visits, internet or phone calls, then police should be contacted and the College informed. The school will support parents in such situations. On site bullying will be dealt with by the College according to the guidelines above and in conjunction with parents.