



Addressing Student Bullying Policy

Issued	2025	Replaces	2022	Revision due	April 2027
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STATEMENT OF POLICY

Ryan Catholic College is committed to developing a harmonious, safe and just College environment that is free of bullying. We promote a safe school environment where students, parents and staff will be free from bullying. The College accepts the responsibility to take direct action to prevent bullying behaviour and restore relationships where and when possible.

INTRODUCTION

Bullying is repeated behaviour that:

- is unwelcome and is behaviour that a reasonable person would consider to be offensive, humiliating or intimidating
- is directed at an individual or a group, and is a pattern of behaviour

Whether or not the offender intended to offend is irrelevant.

Bullying includes cyberbullying, which is bullying or harassment through the use of technology. An example of this is when someone uses the internet or a mobile device to hurt or embarrass another party.

POLICY DIRECTIVE

Our College will Address, Educate and Support (AES) with regard to bullying:

Address

- **Address** the issue of bullying by investigating and dealing with complaints of bullying by any member of our community in a timely manner.

Educate

- **Educate** the community about the nature of bullying and the College's policy on it.
- promote learning experiences that aid in the development of strategies to prevent bullying and how to deal with it when it occurs.
- promote learning experiences that foster self-esteem, assertiveness, self-protection and conflict resolution.
- clearly explain procedures for reporting bullying.

Support

- **Support** ongoing pastoral care for all parties, including counselling and reconciliation strategies.
- protect the victim of bullying with the development of skills and strategies.
- assist the student to acknowledge and change their behaviour.
- assist the Parents/Caregivers of the student to establish joint strategies for behaviour modification.
- provide and assist with additional counselling where appropriate, with relevant staff, both in College and external, should bullying continue.
- escalate the consequences where resistance to behavioural change and/or repeated offending occurs.

REFERENCES:

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Disability Discrimination Act 1992 \(Commonwealth\)](#)
- [Workplace Gender Equity Act 2012 \(Commonwealth\)](#)
- [Australian Human Rights Commission Act 1986 \(Commonwealth\)](#)
- [Racial Discrimination Act 1975 \(Commonwealth\)](#)
- [Sex Discrimination Act 1984 \(Commonwealth\)](#)
- [Diocesan Education Council "Addressing Student Bullying in Schools Policy" October 2024](#)

Revision History:

- [2022 - 2025](#)