

ANTI-BULLYING POLICY

<i>Issued</i>	<i>November 2019</i>	<i>Replaces</i>	<i>November 2014</i>	<i>Revision due</i>	<i>November 2021</i>
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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.

INTRODUCTION

“Bullying is repeated intimidation, over time, of a physical, verbal, psychological, or technological nature of a less powerful person or group of persons by a more powerful person or groups of persons..”

**Townsville Catholic Education Office “Bullying by Students”
April 2017**

RATIONALE

At Ryan Catholic College every student has the right to feel safe, physically and emotionally. Any student who bullies another is denying them that right. Bullying is a problem of significance that must not be ignored. Our College will not tolerate any action that undermines a student's right to feel safe, and it will take the necessary steps to prevent and stop such behaviour.

POLICY DIRECTIVE

Our College undertakes:

1. to restore relationships, where and when possible.
2. to educate our community about the nature of student bullying and the College’s policy on it.
3. to promote learning experiences that will foster self-esteem, assertiveness, self-protection and conflict resolution.
4. to promote learning experiences that will aid in developing strategies to prevent bullying and for dealing with it when it occurs.
5. to encourage the development of students’ empathetic responses to other people.
6. to being future focused and responsive to emerging trends in the area of bullying.
7. to maintain a safe working and learning environment where there is no acceptance of bullying in any relationship.
8. to create an atmosphere where all members of our community will feel free to come forward to report incidents of bullying.
9. to clearly explain procedures for reporting bullying in our College (e.g. use of the "Bully Box", who to report to - parents, teachers, Administration, a trusted friend).
10. to acknowledge, investigate and deal with complaints of bullying by any member of our community in a timely manner.

11. to provide ongoing pastoral care of all parties as an essential feature of our response to bullying.
12. to support and protect the victim of bullying, assist the victim in developing skills and strategies to deal with any possible future bullying incidents.
13. to work with the parents/caregivers of the victim to assist their son/daughter.
14. to assist the bully to change their behaviour.
15. to assist the parents/caregivers of the bully to establish joint strategies for behaviour modification.
16. to provide additional individual counselling with the Deputy/Principal or College Counsellor should the bullying continue.
17. to escalate the consequences where resistance to behavioural change and/or repeated offending occurs.