Anti Bullying & Harassment Policy

Rationale

At Mary MacKillop College each person is known and nurtured in an inclusive, welcoming and compassionate, Josephite community. This policy supports our school motto 'In all things love' reflecting our commitment to the values of love, compassion, justice and reconciliation.

We believe that:
- Each person is created in the image and likeness of God.
- Everyone has the basic human right to be treated with dignity and respect.
- Bullying in any form is unacceptable behaviour.
- Parents/Caregivers have an integral role to play in the prevention and resolution of bullying matters, in a collaborative and respectful manner.

Purpose

At Mary MacKillop College we aim to promote, implement and create a safe learning environment for all members of the Mary MacKillop College community. The purpose of this policy is to articulate a common understanding and agreed procedure for dealing with bullying and harassment.

Definition

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm.
Harassment is any verbal, written or physical behaviour or conduct that is unwelcome, unsolicited, unreciprocated and usually (but not always) repeated.

Implementation

- It is the responsibility of all staff to understand this policy and its implementation.
- Students and parents are required to be aware of the policy and report bullying and harassment to the College and enable the College staff to work through the process in a timely manner.
- Staff will support students involved in bullying and harassment with interventions and strategies that empower students to manage the situation.
- Staff will follow up on bullying and harassment, maintaining confidentiality and the dignity of each person as central to all processes.
- Staff will keep students and parents informed of follow up but will not disclose details of conversations with families or consequences.
- To support students involved in bullying, strategies may include restorative conversations, loss of privileges, lunchtime reflections, counselling, internal and external withdrawals.
- Dependent on the severity of the issue, it may be determined necessary to remove some of the steps in the process.
- Staff will undergo regular training in Restorative Practices, Responding to Abuse and Neglect, and Keeping Safe: Child Protection Curriculum.

Student Action Flow Chart

Possible Resolution Strategies

1. Move away from the situation.	2. Let the person know that the action is unwanted and to stop.	3. Reflect on the situation and determine possible triggers or reasons for actions/reactions.

If the bullying/harassment continues

Communication with Teacher

1. Discuss situation with teacher.	2. Restorative conversation may occur between parties.	3. Parents may be informed depending on severity of the situation.	4. Positive resolution strategies discussed.

If the bullying/harassment continues

Communication with Pastoral Care Coordinator

1. Discuss situation with Pastoral Care Coordinator.	2. Restorative conversation to occur between parties.	3. Parents may be informed depending on the severity of the situation.	4. Positive resolution strategies reviewed and discussed. Supporting strategies may include withdrawals, choice reflections, counselling.

If the bullying/harassment continues

Communication with Director of Students

1. Discuss situation with Director of Students.	2. Meeting with parents and student/s.	3. Positive resolution strategies reviewed and discussed. Supporting strategies may include withdrawals, choice reflections, counselling.	4. Student Behaviour Agreement may be required.

If the bullying/harassment continues

Communication with Deputy Principal or Principal

1. Meeting with the Deputy Principal or Principal.	2. Previous resolution strategies reviewed and discussed. Supporting strategies may include withdrawals, choice reflections, counselling.	3. Further positive resolution strategies determined, actioned and monitored.

Serious incidents may be referred to the police or external agencies.

Courage to Lead