



Respectful Relationships



Marian College Policy on Managing Bullying and Harassment

Context

At Marian College we believe that learning should occur within a framework that values and engenders the principles of inclusiveness, justice, love and forgiveness. Each member of the community has the right to work in an environment where respect for the dignity of others is practised at all times. Bullying or harassment in any form is not acceptable and will not be tolerated in the College community. The long term effects of bullying include increased likelihood of dropping out of school, delinquent and criminal behaviour (among the bullies), higher levels of stress, anxiety and depressive illness (among the victims).

This aims of this policy are:

- To promote emotional well-being among all members of the school community
- To create a school environment where all students, staff, parents and visitors feel safe and welcome
- To raise awareness of staff, students and parents about bullying
- To actively counter bullying
- To provide strategies to resolve conflict and respect differences within a restorative justice framework
- To create a climate where it is encouraged to report bullying and to ask for help

Bullying and harassment are acts of aggression and intimidation that are intended to cause fear, distress and / or harm to another person. It is conducted over a period of time by a more powerful individual or group against a less powerful individual. There are numerous behaviours that may require staff intervention and management that are not examples of bullying. Mutual conflict is one such example, where there is recognised disagreement but no imbalance of power between the two parties.

Bullying is against the law. In addition to any school based sanctions, any person who has bullied another person may be subject to legal proceedings.

Types of Bullying / Harassment include:

	Direct	Indirect
Physical	<ul style="list-style-type: none"> • Any action causing physical harm • Actions causing obstruction or blocking • Inappropriate physical contact 	<ul style="list-style-type: none"> • Getting another person to harm someone
Non-physical	<ul style="list-style-type: none"> • Mean and hurtful name calling • Hurtful teasing and comments, mimicking to mock or embarrass • Extortion e.g. demanding money, possessions or information • Pressuring another to do homework or something they do not wish to do • Use of any communication technology to bully others through the use of phone calls, text messages, email, internet sites or digital images (cyberbullying) • Controlling or dominating someone by withdrawing or threatening to withdraw friendship 	<ul style="list-style-type: none"> • Spreading rumours • Trying to get others to not like someone
Non-verbal	<ul style="list-style-type: none"> • Threatening or obscene gestures or looks • Obscene drawings and gestures • Displaying rude and / or embarrassing photographs 	<ul style="list-style-type: none"> • Deliberate exclusion from a group or activity • Removing and hiding and/or damaging others belongings

Values

"For God gave us a spirit not of fear but of power and love and self-control." [2 Timothy 1:7](#). This policy is underpinned by the Gospel and Brigidine Core Values and was developed using restorative justice principles as detailed below:

- Shows equal concern for both parties involved and their communities and involves all three;
- Focuses on the harm done rather than the rules broken;
- Works towards restoring those hurt or harmed, responding to their needs and empowering them;

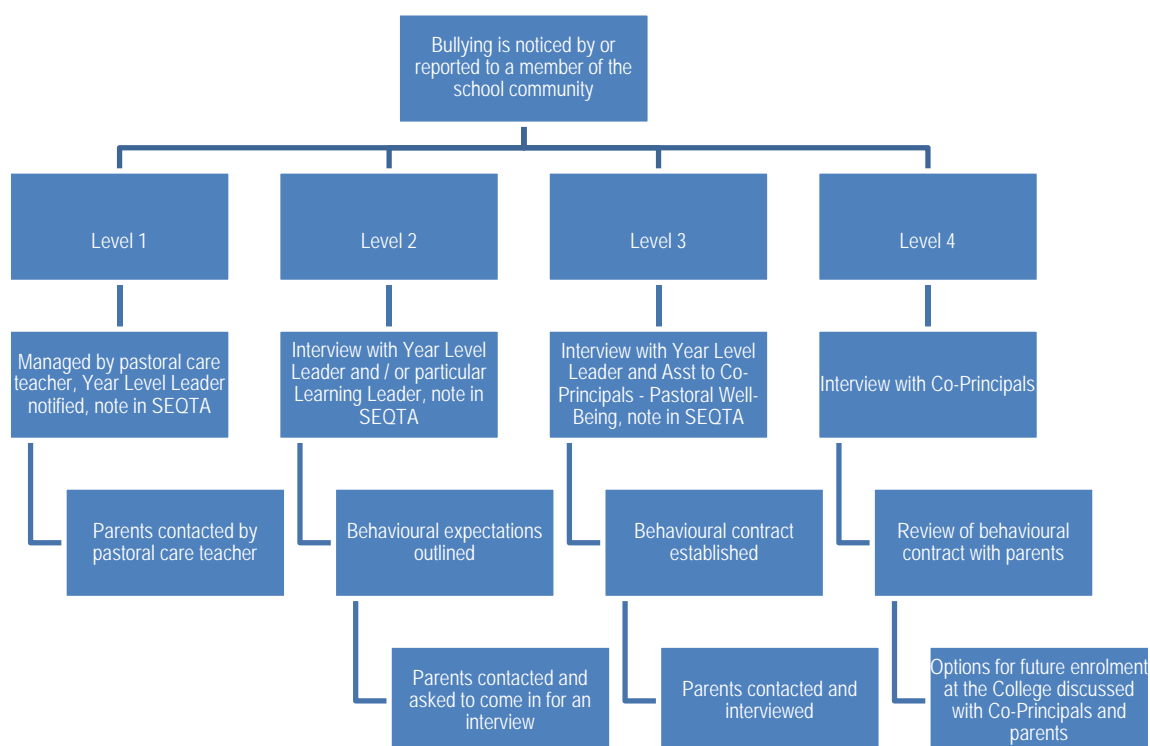
- In any situation where harmful behaviour is shown the individual involved is encouraged to understand and accept the real human impact of their behaviour;
- Provides opportunities for dialogue, direct or indirect, between the parties involved where appropriate;
- Encourages collaboration and reintegration rather than isolation of the individuals involved.

Policy Statement

In providing a safe and caring environment where personal growth and positive self-esteem are nurtured, Marian College does not tolerate harassment or bullying in any form.

Implications

- The College places a strong emphasis on the promotion of a harmonious and supportive learning environment supported by our pastoral care structure.
- Programs have been developed that seek to develop in all students resilience, positive self-image and empathy for others. Skills in seeking resolution to problems through negotiation and self-reflection are promoted through the teaching and learning program.
- The school community will be surveyed on a regular basis to investigate patterns of behaviour to further inform policy and procedures
- The College will investigate bullying according to the flowchart below:



Level 1 – the first instance noted of bullying behaviour

Level 2 – repeated instances of low level harassment

Level 3 – an incident where a level of physical threat is involved

Level 4 – repeated instances of bullying or a single act of physical violence

In dealing with matters of bullying, the College is governed by the implications of the Privacy Act, 1995.

Other related policies and guidelines

Student Well-Being Policy (Marian College)

Pastoral Well-Being in Brigidine Schools (Revised Guidelines, 2009)

Pastoral Care of Students in Catholic Schools (Catholic Education Office, 2009)

References

Mindmatters – A Whole School Approach to Dealing With Bullying and Harassment, Commonwealth of Australia 2000

Anti-Bullying Policy – Overnewton College

Respectful Relationships – Lauriston College