



# BULLYING PREVENTION POLICY

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## 1. Rationale

St Patrick's College seeks and affirms each boy's worth, dignity and vocation. Bullying strikes at the basis of these values and prevents students reaching for excellence in every dimension of life. Students are entitled to receive their education free from humiliation, oppression and abuse. Bullying affects everyone, not just the bullies and victims. It also affects those who may witness violence, intimidation and the distress of the victim. It can damage the atmosphere of a class and even the climate of a school.

## 2. Application

All staff, students.

## 3. Policy Statement

Bullying in all its forms has no place at St Patrick's College.

### Definition of bullying – Bullying is recipient defined

Bullying is the misuse of power, position and privilege. It is done to intimidate, coerce, engender fear, to control.

Bullying may be recognised by three main characteristics:

- 1) it is repetitive in nature (prolonged over time)
- 2) it involves an imbalance of power
- 3) it may be verbal, physical, social or psychological

A person is bullied or victimised when he or she is exposed repeatedly and over time, to negative actions on the part of one or more persons.

### Procedures for staff

#### Identification

1. Watch for early signs of distress in students. This could be evident in any aspect of school life.
2. All instances of bullying observed should be clearly recorded on an Incident Report form. The form should be handed to the House Deans for thorough investigation. A copy of this form will be included in the student's file.
3. Offer the victim immediate support and help. Offer your support to the victim and outline what will now happen.
4. Use all your students as a positive resource in countering bullying and take time to discuss the problem in tutor groups and activities sessions.
5. Ensure that all accessible areas of the school are patrolled during yard duty. Be aware of these areas between lessons and after school.

## Education

1. All students upon entry to the College will be educated about the College Anti Bullying Policy.
2. Parents are encouraged to participate in the education process.
3. All teaching staff will be continually educated with regard to instances of bullying at our school and our responsibilities in relation to bullying.
4. The College will select and review suitable material for in-servicing staff and will continually refocus the College on bullying. Issues such as alternative techniques for dealing with bullying (peer support program) will be investigated.

## Procedures for students

1. Even if not directly involved, students should report all incidents of bullying to a trusted teacher, Group Tutor, House Dean or peer.
2. Students will be required to record the events in writing or through an interview process.
3. Both parties will be required to discuss the incident with a House Dean. Interviews with the two parties would not normally occur at the same time. A report would be formulated by the House Dean at this time.
4. The parent of the students involved will be informed of the outcomes of the investigation and a formal letter will be attached to the files of all students involved.
5. Students who are found to be bullying will be required to attend an interview with the House Dean/Dean of Students.
6. If further incidents of bullying by the same boy occur, his parents will be required to attend an interview with the House Dean/Dean of Students to discuss the implications of moving to stage 2 and 3 of the College Bullying Prevention Policy.
7. Bullies will be required to be involved in a mediation process.

## Information for parents/carers

1. Watch for signs of distress in your child. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, request for extra pocket money, damaged clothing or bruising. Early contact with the school is essential at this point.
2. Take an active interest in your child's social life.
3. If you think your child is being bullied inform the House Dean/ Dean of Students immediately.
4. Keep a written record if the bullying persists: Who, What, Where and When?
5. Advise your child to report the incident to a trusted member of staff.
6. Tell your son that there is nothing wrong with him.
7. Do NOT encourage your child to hit back or respond verbally.
8. Parents/Carers of the students involved will be contacted by the school. At this time the incident and future action will be outlined.
9. You will be assisted by a House Dean to devise strategies that will help your son.

## **College response**

The disciplinary procedures which will be adopted to protect the rights of all individuals will include some or all of the following:

### **Stage 1**

- Interview with House Dean/Dean of Students.
- Mediation meetings.
- Written response from the College to parents.
- Education - empathy training recommended (College Counsellor involved).
- An appropriate consequence.

### **Stage 2**

- Interview with student, parent/s (or carer) and House Dean/Dean of Students.
- Appropriate consequences (including exclusion from interaction with other students).
- Written response from the College to parents.
- Education - empathy training will be required with the College Counsellor.

### **Stage 3**

- Student is withdrawn from classes.
- Interview with student, parent/s and House Dean/Dean of Students/College Principal.
- At this meeting the student will be required to show cause of his desire to continue his enrolment as part of the St Patrick's community.

**Relevant Contacts**

Parents  
 Family Members  
 Teachers  
 House Dean  
 Counsellors (external)

**College Child Protection Contacts**

|  |                   |
|--|-------------------|
| College Principal                      | Mr Chris Mayes    |
| Deputy Principal                       | Mr Frank Torrisi  |
| Dean of Students                       | Mr Darren Kearney |
| Ryan House Dean                        | Mrs Janet Garside |
| College Counsellors                    | Mr John Zappala   |
|  | Mrs Amira Bosnjak |
| KIDS HELP LINE                         | 1800 55 1800      |
| Department of Child Safety (Chermside) | 35133700          |
| Police - JAB Sandgate                  | 3631 8036         |
| Police – Selective Detective           | 3631 8033         |

|                             |                                |                                       |                       |
|-----------------------------|--------------------------------|---------------------------------------|-----------------------|
| <b>Responsible Officer</b>  |                                | Deputy Principal and Dean of Students |                       |
| <b>Review</b>               |                                | December 2017                         |                       |
| <b>Associated Documents</b> |                                | EREA (Qld) Harassment Policy          |                       |
| <b>Version</b>              | <b>Authorisation</b>           | <b>Approval Date</b>                  | <b>Effective Date</b> |
| [1.3]                       | Authorised College [Principal] | [14/ 11/2016]                         | [14/11/2016]          |