



## ANTI-BULLYING POLICY

### Rationale

The Academy of Mary Immaculate recognises the importance of demonstrating respect for the dignity of each person and creating an environment where a sense of belonging for all is experienced. These aspirations are central to the wellbeing of all members of the College community and to a place where all can feel safe and respected.

The College is committed to building and nurturing an environment that is free from any form of bullying. It is important that all members share a responsibility for upholding the appropriate standards of conduct and for building and nurturing an environment where bullying does not occur. It is therefore expected that all members of the College community desist from engaging in or condoning such behaviours and practices.

It is also expected that members who made a complaint, or who may be witnesses to circumstances giving rise to a complaint, will participate fully and confidentially in any investigation and resolution procedures.

This policy and its accompanying procedures are compliant with the legislative framework under which the College operates. The College is guided by the applicable legislation in determining its prevention and intervening measures.

### Definitions

Bullying is an observable pattern of repeated oppressive behaviour by an individual or group towards another. It may appear as physical, verbal, social/online, or psychological harassment.

Cyberbullying is the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

### Statement of Purpose

The College Anti-Bullying Policy seeks to:

- Promote safe and healthy relationships
- Build and nurture a teaching and learning environment that is free from any form of bullying
- Respond to complaints of perceived and actual incidents of bullying sensitively, fairly and in a timely manner
- Raise awareness and develop strategies that heighten community members' understanding of their behaviour on others
- Raise awareness of community members' rights and responsibilities

### Guiding Principles

The College is committed to ensuring that:

- Everyone has the right to be recognised as a unique individual.
- Everyone has the right to be treated equally, irrespective of their race, cultural or socioeconomic background.
- Everyone has the right to enjoy their learning environment.
- Everyone has the right to feel safe.
- To treat others with compassion and understanding; not to laugh at others or tease them.
- To respect other people's personal belongings, not to physically or verbally harass others.

## Procedures

- All members of the College community must be active in their supervision whether it be in the classroom, playground, online, school functions or excursions.
- Any incident of bullying or harassment reported to staff members must be brought to the attention of the relevant Year Co-ordinator and noted on file.
- Parents are encouraged to make the College aware of any bullying or harassment issues that students may alert them to at home.
- Students who become victims of bullying will be provided with support structures and strategies via counselling
- As there is a 'zero-tolerance' policy towards bullying, perpetrators will be counselled and their parents notified of the behaviour. Disciplinary behaviour maybe a consequence.
- A Restorative Justice conference between affected parties will be offered to assist in the reconciliation process.
- The Wellbeing network of the College offers strategies to all students in dealing with bullying and harassment.

## PROCESS

- The Wellbeing Leader receives a report of bullying from the victim, bystander or staff member
- The Wellbeing Leader interviews all parties - the victim, the alleged bully and relevant witnesses. Written formal reports, which are signed and dated, are collected.
- The Wellbeing Leader completes the College Reporting Tool
- Parents of the bully and victim are contacted
- Offer counselling to the victim if appropriate.
- Counsel the bully about their behaviour.
- If this is a first instance of bullying, warn them of their behaviour and document.
- If this is a repeated behaviour, issue appropriate consequence (Detention/Suspension) and contact parents. Deputy Principal involved in decision.
- Notify appropriate staff of bullying behaviour.
- Conduct a restorative justice session between the bully and the victim.

**N.B Any incident deemed to be high risk or of a serious nature will be directed directly to the Principal & Deputy Principal**

**Additional support can be accessed via:**

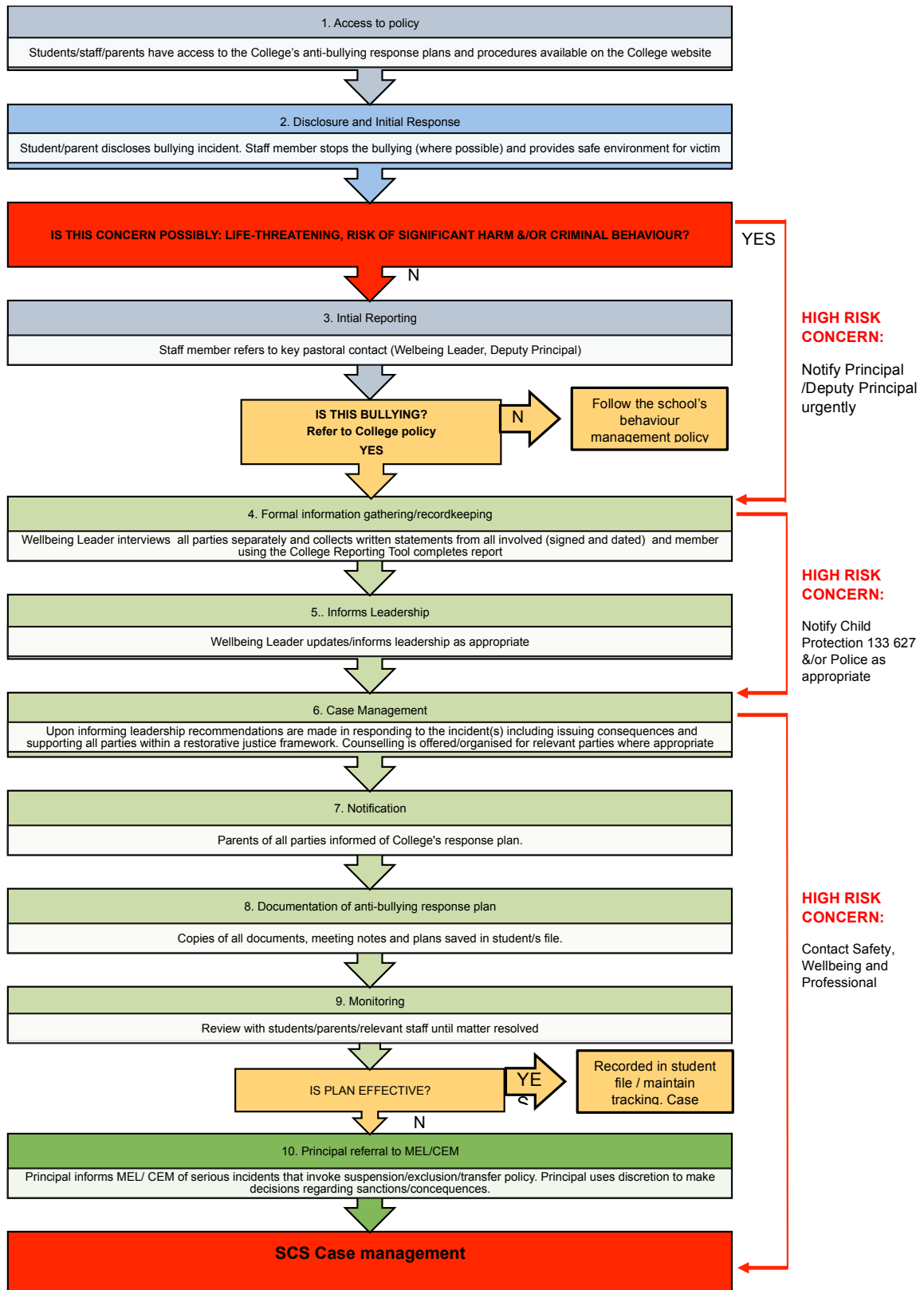
### **Contact information for our school:**

(1) Fitzroy Police Youth Resource Officers. Phone Number: (03) 9934 6480 or (03) 9934 6478

(2) School Counsellor. Phone Number: (03) 9412 7141

(3) CEM Wellbeing and Community Partnerships Unit: Phone Number: (03) 9267 0404

(4) Department of Human Services Child Protection: 1300 664 977



### Related Documents

National Safe Schools Framework for Schools

CEM Anti-Bullying Checklist for Schools

College Social Media Policy

College Complaints Policy

School Audit Tool contained within the Australian Government's "Student Wellbeing Hub" found at:

<https://school-audit-tool.studentwellbeinghub.edu.au/Login/>

Version	Author	Description of Changes	Release Date	Review Date
2	Paul Finneran	a) Omitted introduction and embedded information in the Rationale	November 2017	December 2018