



ST STANISLAUS' COLLEGE BATHURST

Student Anti-Bullying Policy & Procedures

Intended Audience: College Community

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Document Control

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1. Introduction

St Stanislaus' College Bathurst is a day and boarding school for boys in Years 7 to 12. The College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of our students and all associated with the school in a welcoming, caring environment where all our students are supported and challenged to do their best.

As a Catholic School in the Vincentian tradition, education at the College is underpinned by the below College values.



1.1 Policy Statement

St Stanislaus' College Bathurst is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported young adults, positively connected to each other and to the communities in which they live and which they will serve.

The College understands that there may be students who will be the victims of and/or perpetrators of bullying whilst at the College.

At the College, there is an expectation that each person will seek to maintain positive relationships with one another and to resolve conflict in a respectful manner.

A caring and supportive culture which promotes positive relationships and reflects Gospel teachings is best equipped to prevent and respond to incidents of bullying, inappropriate use of technology and disrespectful behaviour towards others. Bullying and cyber bullying disregard the core values of the College and the Vincentian values of dignity, respect, care and compassion on which the College is founded.

Our College is a place where caring for others is a priority. We want to ensure the wellbeing of all our students is being constantly considered.

1.2 Policy Purpose

The wellbeing of all students is at the heart of teaching and learning at St Stanislaus' College. The pastoral care programs and supports, enable a learning environment which promotes and provides for the spiritual, physical, cognitive, social and emotional growth of all students.

This policy sets out to ensure that all members of the College community are aware of what bullying is and strategies to identify and respond to incidents of bullying.

1.3 Policy Scope

This policy applies to all staff and students at the College.

1.4 Record Keeping

All records pertaining to incidents of bullying are kept with the College Year Coordinators.

1.5 Related Policies

- *Child Protection Policy and Procedures*
- *Attendance Policy and Procedures*
- *Suspension and Termination of Enrolment Policy and Procedures*

2. What is Bullying

Bullying occurs when a person repeatedly misuses their power towards another person in an attempt to harm, worry, offend, scare or humiliate them. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- **Physical** – examples include: hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- **Verbal/written** – examples include: name-calling or insulting someone about an attribute, quality or personal characteristic.
- **Social** (sometimes called relational or emotional bullying) – examples include: deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- **Cyberbullying** – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullies will often say they are only 'joking' or 'mucking around' as a defence for their behaviour. There is no excuse for bullying and it will not be tolerated at the College.

3. Managing Bullying

Proactive anti-bullying strategies are implemented throughout classroom teaching, tutor group discussions, assemblies, professional training for staff and through information communicated via College publications including the Newsletter.

Such strategies seek to ensure that all students and staff can identify bullying behaviours and are aware of the measures available within the College to address bullying behaviours.

Those who witness or experience bullying are advised to report incidents as soon as possible to a staff member who will refer the matter to a Pastoral Care Coordinator, the College Counsellor, Deputy Heads of College or the Head of College.

Those involved in a bullying incident are interviewed and College disciplinary processes are implemented. Counselling is offered to all parties involved in bullying behaviours. Reports of bullying are documented via the College Student Management System, SEQTA, as a pastoral note.

The process for dealing with bullying incidents will vary depending on the circumstances.

4. Anti-Bullying Strategies and Monitoring

Students at the College are proactively taught about anti-bullying strategies as outlined above in Section 3. In addition to these teachings, students complete a wellbeing survey each term. Students are encouraged to report bullying behaviours as and when they occur, however these surveys act as another tool for the reporting of bullying behaviours. All incidents of bullying reported via these student surveys are followed up.

Students are able to report incidents of bullying in a confidential manner by speaking with a trusted staff member, their Tutor, Pastoral Care Coordinator, House Parent (in the case of boarding students), Counsellor or a member of the Leadership Team.

Students and parents may email their son's Pastoral Care Coordinator or counselling@stannies.com to report issues or concerns regarding student wellbeing and possible bullying incidents.

5. Support Services

The College has a strong relationship with external services who can assist students and parents in dealing with bullying issues. Referrals to external services can be made with the assistance of the College Counselling Team or Pastoral Care Team.

In addition, the College has regular contact with the Bathurst Police Youth Liaison Officer. This Officer regularly attends year group assemblies to provide students with an array of information regarding various issues, including bullying. This Officer also works with College staff to reduce anti-social behaviour.

6. Staff Expectations

All staff are expected to:

- Model appropriate, respectful and supportive behaviour at all times;
- Deal with all reported and observed incidents of bullying in accordance with this policy and the College *Pastoral Care Policy and Procedures*;
- Ensure that any incident of bullying that they observe or is reported to them, is recorded appropriately;
- Be vigilant in monitoring students that have been identified as either persistent bullies or victims;
- Acknowledge the right of parents/carers to speak with College staff if they believe their son is being bullied.