PROMOTING THE PEACE (ANTI-BULLYING POLICY)

Updated: January 2015

RATIONALE
At Red Bend Catholic College we take pride in our Marist Catholic heritage which offers our students care and guidance in the way of Mary.

We strive to work in the spirit of the Gospel of John, which entreats ‘Just as I have loved you, you love one another. By this everyone will know you are my disciples’. These are values that are extended to every person in our College community.

This policy educates our students, their families and our staff to promote healthy and positive relationships. Where bullying or harassment occurs it is our responsibility to intervene with procedures, which are consistent and recognise the right to justice of all parties, using restorative practices when dealing with all parties. All Bullying and Harassment procedures should be created with the aim of changing attitudes as well as behaviour. This extends to day school and boarding life.

AIM
The college aims to provide a safe and caring environment free from bullying, in which students can develop and reach their full potential.

BULLYING DEFINITION
Bullying is when student/students try to harm, humiliate or distress other student/students. There is a power imbalance involved and the bully’s behaviour impacts on the bully and the victim. Bullying may be verbal, physical, social or psychological and includes but is not limited to the following:

1. Physical violence and attacks
2. Verbal taunts, name-calling and put-downs
3. Threats and intimidation
4. Extortion or stealing of money and possessions
5. Exclusion from the peer group
6. Electronic harassment between students of the school during or after school hours (using any form of Information Communication Technology, for example text messaging, Facebook, Twitter, email etc.)

RIGHTS AND RESPONSIBILITIES
All members of the College Community including students, staff and parents have rights and responsibilities.

RIGHTS
1. Feel safe, secure and be treated with respect in the school environment;
2. Have property treated with respect;
3. Gain assistance and support when involved in a bullying issue;
4. Have issues and concern dealt with in a professional and confidential manner.

RESPONSIBILITIES
1. Honour the College’s commitment to the Red Bend Catholic College Code of Conduct
2. Contribute to a safe school environment by modelling appropriate anti-bullying behaviour in daily relationships.
3. Disclose any concerns about bullying to someone who can be trusted such as a school coordinator, counsellor, teacher or friend.
4. Display respect, tolerance and courtesy when interacting with all members of the College community.
5. Attempt to understand and value the different physical and emotional needs of others.
6. Inform families about any areas of concern, which relate to the pastoral welfare of their son/daughter.
7. Provide confidentiality for the victim and person responsible for bullying whenever possible.
8. Apply the procedures of the Red Bend Catholic College **Promoting the Peace Policy** to all parties in a fair and unprejudiced manner.
9. All people should be proactive to avoid/eliminate all forms of bullying.
10. Provide essential contact details to students, staff and parents
    - School Liaison Police Officer, 02 63633699
    - Lifeline Australia 13 11 14 (lifeline.org.au)
    - Kids help line 1800 55 1800 (kidshelp.com.au)
    - RBCC 0268522000
    - RBCC councillors extension 252, 243
    - RBCC health centre 0268522273
    - Forbes Hospital 0268502000

**PROMOTING THE PEACE PROCEDURES FLOW CHART**

The Red Bend Catholic College Promoting the Peace flow chart demonstrates the process which students, teachers and parents should undergo to report bullying within the College.

**REVIEWING POLICY AND PROCEDURES**
- Promoting the Peace Policy will regularly be reviewed by means of student, parent and teacher consultations.
Incident reported to, or witnessed by RBCC Staff Member

Staff member investigates

Inform House Coordinators by completing Promoting the Peace Report Form or email

*By the end of the day*

Incident reported to House Coordinator

Issue investigated with 48 hours

Level 1 Incidents

1st or Minor

- Restorative Practices interview
- Verbal warning

Incident recorded on
Synergetic Student Coordinator & Deputy notified

Follow up within 1 week
Still occurring?

- No
  - Incident Closed

Yes

Level 2 Incidents

Repeated or more serious

- Interview all students involved.
- File notes completed from interviews

All parents notified
Synergetic Updated

If required Counsellor contact both parties
School Liaison Police Officer (SLP) may be contact 02 6363 3699

Follow up with both parties within 1 week
Still occurring?

- No
  - Incident Closed

Yes

Level 3 Incidents

Repeated or major

- Interview all students involved.
- File notes completed from interviews

Refer to Student Coordinator/Deputy
Parents notified in writing within 1 week

Student Coordinator/Deputy discusses options with victim and offender

House Coordinator/ Student Coordinator to follow up all students within 1 week.

Is the problem continuing?

- No
  - Incident Closed

Yes

Anger Management and/or Resilience Building program with Counsellor
Contact with School Liaison Police Officer (SLP) 02 6363 3699

Interview involving Parents, Deputy, House Coordinator and Principal
Deputy Principal and Principal notified

Incident Closed