

COLLEGE REGULATIONS

BULLYING AND HARASSMENT GUIDELINES

The College takes a strong stance against bullying and harassment. These Bullying and Harassment Guidelines are reviewed regularly and are to be signed by boys and parents early in the school year. It is a 'lived' document. A Bullying Action Committee (BAC) made of committed members of staff meets to review policy, share ideas and discuss management procedures.

St Gregory's College aims to be a place which fosters learning and positive social interaction in the context of its commitment to Christian principles. As part of the fulfilment of these objectives the College sets its face against all forms of discrimination, bullying or harassment. The College will not tolerate behaviours towards others which could be deemed offensive, intimidating, humiliating or which create a hostile environment. We take the position that it does not matter that the person behaving in such a manner thinks that such actions were "not serious". What matters is the way in which such behaviour could reasonably be expected to impact on an individual or group of students.

Bullying is a pattern of repeated physical, verbal, psychological or social aggression that is directed towards a specific student by someone with more power and is intended to cause harm, distress and/or create fear. Bullying may be carried out overtly (e.g. Face-to-face) or covertly (e.g. through repeated social exclusion or via technology). It is a sub-category of aggression and is different to, but also related to, harassment and violence. It is not the same as conflict or social dislike even though, in some cases, the outcome of both can be bullying.

The different types of bullying include

Face-to-face (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or overt verbal actions such as name-calling and insulting

Covert bullying (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying which isn't exactly seen by others and is conducted out of sight, and often unacknowledged by adults.

Cyberbullying occurs through the use of information or communication technologies such as Instant Messaging, text messages, email and social networking sites. It has many similarities with offline bullying but it differs in that the student(s) who is/are bullying can be anonymous, it can reach a wide audience and the sent or uploaded material can be difficult to remove.

Most students who cyberbully also bully offline. It is not recognised that many forms of covert bullying appear to have significant potential for serious harm.

Definition of Levels regarding Bullying and Harassment:

Level 1 - Minor Acts

- Verbal comments which are hurtful and/or intimidating.
- Pushing or shoving which can be construed to be harassment.
- Ignoring or ostracising another student.

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Level 2 - Repeated Minor Acts

- Hurtful verbal comments which continue after a warning has been given.
- Continued physical harassment of a minor nature.
- Spreading rumours and continued psychological harassment.

Level 3 - Major Acts

- Major physical assault such as punching or fighting.
- Racial or intimidating comments of a personal nature
- Sending SMS, email messages or any form of cyberbullying.

Continued bullying behaviour by a student on a Level 3 classification will then be taken to the Headmaster for discussion. The student's enrolment will be in jeopardy. Boys who are found to be involved in bullying behaviours will be managed by Year Coordinators, and the Professional Assistant to the Deputy or Deputy Headmaster using the following procedures:

1. Student interviews;
2. Mediation conference (restorative justice model);
3. Bullying Level classification (1, 2, or 3);
4. Bullying notification form sent to parents and carers;
5. Counselling opportunities for bullies and boys subject to bullying behaviour;
6. Communication with parents – parent interviews in Level 2 situations;
7. After school detention, suspension or community service;
8. Resilience strategies provided for boys who have been subject to bullying and harassment.

The College's bullying management procedure is underpinned by the belief in dealing with the bullying behaviours in three different dimensions:

- Education of boys concerned;
- Clear, rigorous consequences;
- Mediation between boys involved.

Research indicates that bullying behaviours are less likely to continue when each of these dimensions is addressed. Bullying situations present opportunities to educate boys about empathy and forgiveness. Boys are placed on a bullying level for a fixed contract period, after which time the situation will be reviewed.

Key considerations:

- No one has the right to make another feel worthless and unhappy at school.
- St Gregory's College will not tolerate harassment of any kind.
- Two key words that characterise bullying behaviour are: ***persistent*** and ***unfair***.

I have read the Bullying and Harassment Guidelines and understand them.

I agree to abide by these guidelines.

Signatures:

Student: _____ **Parent:** _____

