

Anti-Bullying and Harassment Policy

MacKillop Catholic College does not tolerate bullying or harassment in any form. All members of the College community are committed to ensuring a safe and caring environment that promotes personal growth and positive self-esteem for all.

Vision

As a faith community with Christ as our focus we, like Mary MacKillop, follow Him and inspire:

- Strong, clear minds which value learning;
- Compassionate hearts; and,
- Courageous spirits to serve others with confidence.

"If we love one another, Christ lives in us" (1 John 4:12)

Mission

In light of the Gospel and the educational values of its Founders, our College is a Catholic community of lifelong learners committed to nurturing the gifts and potential of its members. We seek to serve the wider community, promote dignity and justice for all people and be active stewards of the environment.

Relationship Policy

MacKillop Catholic College acknowledges the sacredness, dignity and uniqueness of each person. The community is committed to nurturing positive relationships through the promotion of Gospel values. This commitment will permeate all interactions within College life.

MacKillop Catholic College acknowledges Southern Cross Catholic College's support in writing this document.

Principles

The following principles reflect our Vision, Mission and Relationships Policies which underpin our processes and procedures in dealing with matters of bullying and harassment:

- The approach will be pastoral, aiming at resolution, deserving of justice, compassion and forgiveness, and taking the safety of all students into consideration;
- The focus of the process will be educative and promote personal growth and supported by year level specific programs and strategies;
- The process will be consistent from Year 7 to 12, taking into account age and individual needs;
- Appropriate levels of communication to stakeholders will be maintained with respectful confidentiality;
- Incidents of unacceptable behaviour will be consistently dealt with across our campus; and,
- Consequences will take into consideration the circumstances of the stakeholders and maintenance of a safe campus.

Definitions

Bullying is deliberate, hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves.

Harassment and intimidation are forms of bullying, usually non-physical in nature, where a person is repeatedly treated badly by a stronger group or individual owing to membership of a social group (racial, religious, sexual).

Examples of Bullying

- **Verbal:** put-downs, name-calling, teasing, gossip, hurtful phone calls, racist remarks, threats;
- **Physical:** hitting, kicking, pushing, holding, tripping;
- **Emotional:** unreasonable and continued exclusion from a group, taking or damaging property, spreading rumours by verbal, written or electronic means; and,
- **Cyber:** text, emails, chat rooms, blogs.

Effects of Bullying

- Physical injury;
- Feeling threatened;
- Poor health;
- Lack of sleep;
- Low self-esteem;
- Missed classes; and,
- Poor results.

Rights and Responsibilities

A **RIGHT** belongs to me. We ALL have the same rights. There are NO rights without responsibilities.

RESPONSIBILITIES are things that I should do without being told - some things for others, some for myself.

RESPONSIBILITIES ensure everyone's RIGHTS.

Rights include:

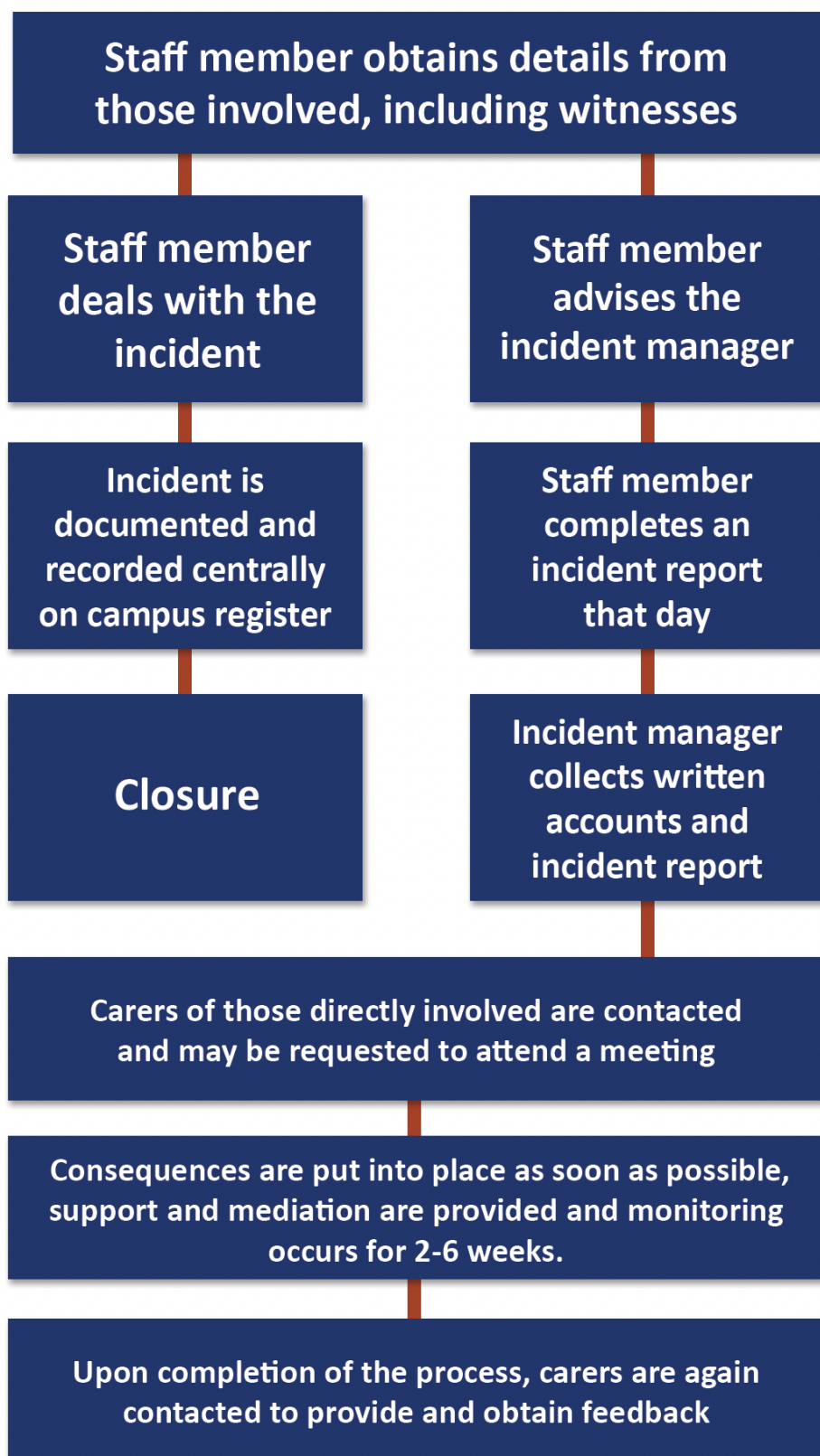
- Each person has the right to be safe and free from harassment and for his/her property to be safe;
- Each person has the right to learn;
- Each person has the right to be happy and enjoy our College;
- Each person has the right to have a pleasant, healthy and safe environment;
- Each person has the right to be in a college well regarded in the community, and, as students at the College, each person has the right to be treated with respect and understanding; and,
- Each person has the right to express concerns through appropriate channels.

Responsibilities include:

- Respect all people, personal property and others' rights;
- observe safety rules; report bullying, harassment and/or theft;
- Remain focused on my learning; do not disrupt the learning of others;
- Respect and protect others' rights to the same happiness and enjoyment;
- Care for the college environment; avoid unhealthy and dangerous practices; and,
- Behave in a way that reflects well on themselves, their family and the College; be polite, show appreciation, and treat all with respect and understanding

Our Common Procedure

All reported incidents of bullying and harassment are taken seriously and will be investigated. Reported incidents may come from parents, students, staff and friends of the College.



Our stated principles lead us to consideration of the following in determining outcomes that align with our Vision, Mission & Relationships Policies:

Matters for Consideration:

- Future safety of students and staff;
- Occurrence and frequency of previous serious incidents;
- Severity and significance of the incident;
- Signs of remorse;
- Previous strategies/support in dealing with incidents involving the student(s); and,
- Individual and family circumstances that impact on the student. These may provide an explanation, but not an excuse.

Minor Incidents:

- Verbal banter; and,
- Teasing (one-off).

Consequences may include:

- Reminder and/or verbal correction;
- Withdrawal, detention, or an imposition; and,
- Mediation between parties

Significant Incidents:

- Wilful physical harm;
- Wilful property damage;
- Continued harassment;
- Intimidation;
- Unfair and continued exclusion from a group;
- Sexual harassment;
- Spreading rumours; and,
- Cyber bullying.

Consequences may include:

- Mediation between parties;
- Personal reflection and apologies;
- Parent contact;
- Interview(s) and/or counselling;
- Withdrawal from classes/playground;
- Undertake counselling or bullying education program(s);
- Detentions;
- Suspension - internal or external;
- Police involvement; and,
- Recommendation to cancel enrolment to Catholic Education Office Darwin.