



ANTI-BULLYING POLICY

POLICY

St Rita's College is committed to fostering a safe and Christian environment where all members promote positive interpersonal relations between members of the school community and where bullying does not occur. Verbal, written, cyber, physical or emotional bullying is foreign in such an environment.

RATIONALE

St Rita's College Behaviour Management Policy states that the College will respect the uniqueness and dignity of each person, and will be approached proactively, and in accordance with the College Mission Statement and the Presentation Pillars.

For students, the Pastoral Care program states that the College "comes to feel like home for many girls." The College believes that "education is most effective when it happens in an environment built on love, respect and acceptance.... At the heart of (the College) support network is a pastoral care structure that encourages interaction between staff and students, ensuring our students experience a sense of purpose and belonging. Our supportive staff take a professional and personal approach to the social and emotion well-being of our students. This is a place where obstacles are overcome together." (Pastoral care statement on website)

By providing such an environment, staff and students, parents and volunteers at St Rita's College community are able to grow in self-confidence and self-esteem, as well as being able to give their full attention to concentrating on their studies, work and relationships with members of the College community.

Bullying is any behaviour which embarrasses upsets or hurts another person and could include racial harassment and sexual harassment.

SCOPE

This policy applies to all staff, students, parents of students and volunteers at St Rita's College.

CONDITIONS

1. Any form of bullying is to be brought to the attention of a person in responsibility as outlined in the Student and Staff handbooks (e.g. Student Protection Contact, House Group teacher, subject teacher, Head of House, Guidance Officer, the Leadership Team).
2. The College addresses the issues of bullying and victimisation by proactive education in line with its Pastoral Care Policy.
3. No one is to be victimised who has made such a complaint, acts as a witness to such a complaint or supports a victim of bullying.

ACCOUNTABILITY

Role	Responsible for
Principal	Annual report on the operation of this policy to the College Board
Leadership Team	Implementation of this Policy



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Student Protection Contact, House Group teacher, subject teacher, Head of House, Guidance Officer	Implementation of the day to day processes that support this policy
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ASSOCIATED DOCUMENTS

	Document Type
Student Protection Policy	Policy
Behaviour Management Policy	Policy
Pastoral Care statement on College	Website
Workplace bullying and harassment: www.qld.gov.au/law/your-rights/workplace-rights/harassment-and-bullying/	Website

GLOSSARY OF TERMS

Term (Listed Alphabetically)	Definition

APPENDIX

Approval Date: 15 September, 2015

Review Date: September 2020