



POLICY

St Rita's College is committed to fostering a safe and Christian environment where all members promote positive interpersonal relationships between members of the College community and where bullying does not occur. Verbal, written, cyber, physical or psychological 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. All issues will be approached proactively and in accordance with the College Mission Statement and the Presentation Pillars.

For students, the Pastoral Care Operational Policy emphasises that each student should feel she belongs at the College. 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 emotional well-being of our students. St Rita's College is an environment where obstacles are overcome together.

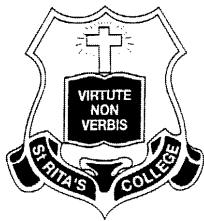
By providing such an environment, staff and students, parents/guardians and volunteers of St Rita's College community are able to grow in self confidence and self esteem, as well as being able to give their full attention to concentrating on their studies, work and relationships with members of the College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

This Policy is aligned with the Vision Statement for St Rita's College and its purpose is to reaffirm and strengthen our community to:

- commit to positive, proactive practices in support of student behaviour and wellbeing;
- promote preventative approaches to bullying and responsive approaches to restoring relationships;
- foster respectful interpersonal relationships among and between all community members; and
- promote positive behaviour as an integral part of all learning and teaching experiences.

SCOPE

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



CONDITIONS

1. What is bullying?

Bullying is an ongoing misuse and/or imbalance of power in relationships through repeated verbal, physical and/or social behaviour that causes physical or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Examples of bullying include, but are not limited to:

- **verbal:** name calling, teasing, spreading malicious rumours, ridiculing etc.
- **physical:** hitting, pushing, kicking, spitting on others, damaging belongings etc.
- **psychological:** excluding, alienating, controlling, pressuring someone against their will etc.
- **cyber:** any form of bullying carried out through electronic means, for example offensive text messages, posting inappropriate images of someone, sending threatening e-mails etc.

2. Preventing bullying

The College aims to prevent bullying through education that involves the entire College community.

- **Staff** are trained to recognise bullying and to take appropriate action to stop the bullying when they observe an incident. This includes notification to senior leadership at the College and to parents/guardians.
- **Students** are supported and encouraged to take positive steps to stop bullying and to report any incidence of bullying as soon as possible.
- **Parents/Guardians** are encouraged to take any allegations of bullying seriously and to talk to their daughter and to the College regarding any concerns.

Appropriate and acceptable behaviour is outlined in the College's Codes of Conduct for staff and students and our Behaviour Management Plans.

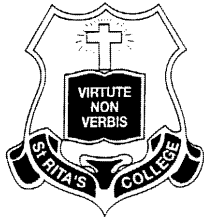
3. Responding to bullying

Any reports of bullying will be investigated and followed up with appropriate action in accordance with College guidelines and procedures, including our Student Protection Processes.

Any form of bullying is to be brought to the attention of an appropriate person as outlined in the Staff Handbook, Student Planners and the Student Protection Policy. This may be the Student Protection Contacts (Principal, Deputy Principal – Students, Guidance Counsellor), House Group teacher, class teacher, Head of House, and/or any member of the College Leadership Team.

The processes in place at the College in no way prevent any member of the College community from making a report to the Queensland Police where behaviour is illegal.

The College addresses the issues of bullying and victimisation by proactive education in line with its Pastoral Care Operational Policy. 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.



ANTI-BULLYING POLICY

ACCOUNTABILITY

Role	Responsible for
Principal	Annual report on the operation of this policy to the College Board
Leadership Team	Implementation of this Policy
Student Protection Contacts, House Group teacher, class teacher, Head of House, Guidance Counsellor	Implementation of the day to day processes that support this policy

ASSOCIATED DOCUMENTS

Description	Document Type
Student Protection Policy	Policy
Behaviour Management Operational Policy (Internal Use)	Policy
Pastoral Care Operational Policy (Internal Use)	Policy
National Safe Schools Framework https://www.education.gov.au/national-safe-schools-framework-0	Website
Workplace bullying and harassment https://www.qld.gov.au/law/your-rights/workplace-rights/workplace-bullying	Website
Office of the eSafety Commissioner https://www.esafety.gov.au/	Website

GLOSSARY OF TERMS

Term (Listed Alphabetically)	Definition
Behaviour Management	St Rita's College behaviour management processes are strategies that aim to develop an awareness of the expected standards of presentation and behaviour by members of the College Community.

REVIEW AND APPROVAL

Version	Author	Authorisation	Approval Date	Next Review
1.0	Gail Murton	Board	20 March 2018	2021
N/A		Board	15 September 2015	2017