Antibullying Policy

February 2016

A fundamental belief for Catholic schools is that in Jesus is seen as God’s image and likeness in its human expression, and that Jesus’ values and teachings show all people ‘the way, the truth and the life’ (John 14:6). In accordance with this belief, values to be promoted within PCW Melbourne’s understanding and practice of pastoral care include love, respect, compassion, tolerance, forgiveness, repentance, reconciliation and justice.

What is bullying?

Bullying is an act of aggression causing embarrassment, pain or discomfort to another. It can take a number of forms: physical, verbal, gesture, extortion and exclusion. It is an abuse of power; it can be planned or organised or it can be unintentional; individuals or groups may be involved. It can be psychological, emotional and/or physical harassment of a person by another or a group. In the College context this can occur at school or between school and home; in person or via social media.

Bullying or harassment is subjecting a person regularly and over time to negative actions on the part of one or more persons.

Actions can include:

• Teasing ‘put downs’
• Name calling
• Demands for money or possessions
• Damaging, removing or hiding someone’s possessions Physical violence
• Unwanted phone calls, emails, text
• Unacceptable gestures
• Excluding someone
• Demands to hand over work

Seven elements of bullying are:

• A desire to inflict hurt
• That desire is expressed as a physical or verbal action
• The action is hurtful and plays upon a student’s/victim’s vulnerability
• There is power inequity
• The actions are without justification although the bully may try to present an argument
• The actions or bullying behaviours are repeated
• There is evident enjoyment by the bully
Bullying is NOT

• Situations where there is mutual conflict, e.g. a balance of power where students are both upset and usually want a resolution to the problem.
• Social rejection or dislike (unless it is a repeated act and directed towards a specific person).
• Single episodes of nastiness or meanness or random acts of aggression or intimidation

Examples of Bullying:

• Physical bullying
• Physical violence or threats (hitting, kicking, grabbing, pushing, damaging, removing, or hiding property belonging to others, damage to College property).
• Verbal bullying
• Teasing, name calling, ridicule or putting down others and their achievements, or spreading rumours
• Extortion
• Removal of property or demands for money or possessions
• Exclusion bullying
• Purposely leaving someone out of activities
• Telephone and Cyber Bullying
• Repeated menacing phone calls and/or text messages, msn, Facebook, Instagram, etc
• Gesture bullying
• Glaring and menacing gestures

What can I do as a student?

You decide what to do – you have a number of choices.
When the bullying or harassment occurs look for support from those nearby:

• Classroom teacher
• Homeroom teacher
• Year Level Coordinator/ Head of House
• Student Counsellor
• Deputy Principal, Students
• Principal

What the College will do?

Provide a supportive environment that encourages positive relations between all members of the school community by:

• Modelling and affirmation of appropriate behaviours by adults
• Acting upon any reported cases of bullying
• Supporting all concerned to resolve the issue
• Provide in-school programs for students to support this policy
What parents can do?

• If you have any concerns regarding your child’s welfare at the College (including any incidents of bullying), make contact with your daughter’s Year Level Coordinator as soon as possible. The College will listen to your concerns and discuss with you the most appropriate steps in order to resolve the issue.
• Communicate to your daughter that you need to work with the College in supporting them.

Useful Websites

Safe Schools are Effective Schools


Bullying. No Way  www.bullyingnoway.com.au
Procedures For Dealing With Alleged Bullying Issues

STEP 1

Report of Bullying made to a teacher / school counsellor/ YLC or Head of House

STEP 2

The students concerned will be spoken to separately and if appropriate, may meet together with the Homeroom Teacher/YLC/Head of House in an attempt to resolve the issue. Parents could be informed at this stage.

STEP 3

Either or both parties to approach YLC/Deputy Principal, Students/Counsellor for mediation. Parents will be informed.

IF UNRESOLVED

STEP 4

Deputy Principal, Students informs Principal who may meet with students and hold a meeting with relevant parents and students. An agreement of appropriate behaviour must be adhered to. Behavioural contracts may be issued by the Deputy Principal, Students.

Notes will be taken and kept on file at every stage of this process.

- As always, these are guidelines only. The College acknowledges that each case is individual and variations to these consequences and procedures may occur.