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DEALING WITH STUDENT BULLYING

Policy 2-D6

RATIONALE

CBC Fremantle (College) seeks to provide an educational environment that promotes the dignity and respect of the person. This includes encouraging the development of positive relationships between students to reduce all forms of bullying, harassment, aggression and violence. College policies and practices enhance the dignity of the human person and reflect the Principles of Pastoral Care as espoused in the Pastoral Care Framework (2007)ⁱ.

Learning outcomes, physical health, emotional, psychological and spiritual wellbeing can be adversely affected by bullying, harassment, aggression and violence. Students who are bullied, subject to aggression or harassed tend to have poorer health, lower self-esteem, more interpersonal difficulties, higher levels of loneliness, depression, self-harm ideation and increased anxiety. They are also more likely to have a dislike of and want to avoid College, higher absenteeism and lower academic competence. The effects of bullying can begin early in life and, for some, last a lifetime.

The Australian Government's National Safe Schools Framework (NSSF)ⁱⁱ adopts a holistic approach to safety and wellbeing. It provides a comprehensive range of evidence-informed practices to guide Colleges in preventing and responding to incidents of harassment, aggression, violence and bullying and to implement their responsibilities in relation to child protection issues.

The NSSF is based on the following overarching vision - All Australian schools are safe, supportive and respectful teaching and learning communities that promote student wellbeing.

In the NSSF, a safe and supportive school is described in the following way:

“In a safe and supportive College, the risk from all types of harm is minimised, diversity is valued and all members of the College community feel respected and included and can be confident that they will receive support in the face of any threats to their safety or wellbeing.”

SCOPE

This policy applies to all College students and College activities

DEFINITIONS

Bullying is when, over a period of time, an individual or a group intentionally harm a person, who finds it hard to stop this behaviour from continuing.

Additionally, bullying can be characterised as:

- Causing distress, not only at the time of the attack but also by the threat of future attacks; and,
- An imbalance of power (that is inappropriate and where there is an intention to hurt).



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Its nature may be:

- Verbal - name-calling, put-downs, threats (spoken, written, electronic or cyber which may also apply to the following points)
- Physical - hitting, tripping, punching, throwing objects, stealing
- Social – ignoring, hiding, ostracizing
- Psychological – stalking, threatening looks, spreading rumours, damaging possessions

Harassment is any unwanted, unwelcome or uninvited behaviour that makes a person feel humiliated, intimidated or offended. Harassment can be seen as one form of bullying.

Bullying and harassment are often thought of separately; however, both involve a more powerful person or group oppressing a less powerful person or group, often on the grounds of 'difference'. These differences can be related to culture, ethnicity, gender, sexuality, sexual orientation, ability or disability, religion, body size and physical appearance, personality, age, marital status, parenting status or economic status.ⁱⁱⁱ

PRINCIPLES

The College:

1. Is a safe and supportive environment where the 6 guiding principles and 9 key elements of the NSSF are practiced.
2. Has a duty of care to their students
3. Provides a supportive environment that:
 - a. Seeks to prevent instances of bullying, harassment, aggression and violence
 - b. Encourages socially appropriate behaviour using positive behaviour management and direct teaching of curriculum in areas such as interpersonal and self-management skills
 - c. Promotes respect for self and other
 - d. Develops physical/emotional well-being and resiliency
 - e. Develops interpersonal skills and positive mental health
4. Responds to instances of bullying, harassment, aggression and violence with a whole-College community approach that is consistent with the Pastoral Care Framework, the College's Pastoral Care practices in partnership with parents and other agencies.
5. All parties to incidents of bullying, harassment, aggression and violence are entitled to appropriate support.

Related Documents

- EREA Commitment Statement to Child Safety
- Staff Code of Conduct
- Child-Safe Code of Conduct
- CECWA Harassment, Discrimination and Bullying policy
- CECWA Child Protection policy
- CECWA The Management of Confidential Information in Colleges policy
- CECWA Exclusion of Students for Disciplinary Reasons policy
- The National Safe Schools Framework



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- Pastoral Care in Catholic Schools 2015

ⁱ <http://www.rok.catholic.edu.au/wp-content/uploads/Pastoral-Care-in-Catholic-Schools-2015-09-V3.pdf>

ⁱⁱ <https://www.studentwellbeinghub.edu.au/parents/national-safe-schools-framework/>

ⁱⁱⁱ <https://bullyingnoway.gov.au/>