



KILLESTER COLLEGE

ANTI - BULLYING POLICY

CONTEXT

Bullying is an aggressive or intimidating pattern of behaviour by one person or a group of persons. The harm can be either physical or emotional. Bullying can hurt, injure, embarrass, upset or cause discomfort to a person or groups of people. It can be planned and organised or unintentional. Harassment or bullying seriously affects educational programmes and the well-being of students and staff. In a school that values each individual and supports Christian beliefs, such behaviour is totally unacceptable.

This policy is to be read in conjunction with the Killester College Behaviour Management Policy.

Actions that constitute bullying include:

Type	Examples
Physical	Pushed around, shoved, punched, hit, kicked, tripped, spat at, pulled, slapped. Books, money, belongings taken/damaged, scattered around.
Verbal	Teased, ridiculed, called names, degraded, threatened, laughed at, intimidated, rumoured about, phone calls
Gesture	Dirty looks, hand and finger signs, ghosting
Extortion	Intimidated into handing over/sharing homework, money, food, personal possessions
Exclusion	Deliberately ignoring, isolating or omitting others
Written	Defamatory, nasty, graffiti, notes
Technological (Cyber Bullying)	Emails, text, msn, mobile phones (photographs/videos), chat rooms identity theft

POLICY

We believe that everyone at Killester has the right to work, learn and socialise in a safe and caring environment, where all are welcome and respected, free from all forms of harassment and bullying.

VALUES

Respect, caring, safety

IMPLICATIONS

1. Teaching and learning are the core tasks of our mission at Killester. A positive learning environment is essential for effective learning.
2. Each member of the Killester community is worthy of respect, forgiveness and the opportunity to begin again.
3. Decisions regarding bullying and harassment are best made in consultation with students, parents and staff.
4. All complaints of harassment and bullying should be reported immediately and dealt with swiftly.
5. The well-being and protection of persons being harassed or bullied are of the utmost importance. Persons who have been affected by the actions or behaviour of a bully must be given on-going support and counselling and must be protected with appropriate counselling and/or consequences.
6. Everybody present or witnessing a bullying incident has a key role and responsibility in creating a bullying-free environment.
7. Appropriate consequences for acts of bullying will be instituted and enforced in consultation with parents.
8. Teachers, students and parents will be supported in the vital role of challenging and/or preventing acts of bullying and harassment

IMPLEMENTATION

1. Prevention of Bullying

- * All staff are responsible for training students in the skills of managing their own behaviour
- * All staff and students should be aware of the need to conduct themselves in such a manner as to present a positive role model to the school community at all times
- * Teachers will facilitate discussion of rights and responsibilities at the commencement of the school year. (Refer to Behaviour Management Policy.)
- * The teaching of what constitutes bullying and harassment, as well as the skills and strategies for dealing with bullying, will occur within the curriculum, e.g. English, R.E., Homeroom Period and Personal Development Programmes
- * All staff will be made aware of the responsibilities and duties involved in the various yard duty areas
- * Staff and students will discuss and negotiate appropriate yard, corridor and out-of-school behaviour
- * Students will be encouraged to approach a member of staff to discuss or report any acts or behaviours which cause them concern. All staff have the responsibility to act in response to reports of bullying
- * Parents are encouraged to contact the school if they see any signs of distress in the child or are made aware of suspected incidents of bullying

2. **If Bullying has occurred**

To confront bullying and harassment it is essential that all acts are reported and addressed in any or all of the following ways depending on the severity and duration of the act(s):

- * Class teachers, Level Coordinators, the Student Development Coordinator and Principal should be informed immediately
- * Parents will be informed (victim and perpetrator)
- * Incidents will be documented and placed in relevant salmon folders (Student Updates)
- * Parties involved will be given the opportunity to state their facts and to speak honestly and without fear
- * Mediation, or community conferencing between parties (which is facilitated by a relevant staff member) will to be encouraged
- * Counselling is to be offered by appropriate personnel for:
 - (i) bullies to acquire strategies for modifying their behaviour
 - (ii) victims to be taught strategies for avoiding and/or dealing with similar situations
 - (iii) any bystanders or class involved
- * Participants will be made aware of the consequences of the act(s)
- * Warnings regarding repercussions for further incidents and continuing behaviour are to be issued to the perpetrators

Ratified by Stewardship Council on November 16th, 2009

Review: 2013