

GOOD COUNSEL COLLEGE

Every student at Good Counsel College has the right to:

Learn Feel Safe Be Valued

POLICY & PROCEDURE ON BULLYING

The College provides a safe environment for students and staff. It has an effective policy to minimise and to counter bullying. The College challenges all forms of bullying and seeks justice for victims. Our policies and practices seek to uphold the dignity and respect of all individuals.

Good Counsel Schools is a community that aspires to be free from bullying. Valuing Self-respect, mutual respect and justice.

Rationale – Bullying is an ongoing event, which can be social, physical, psychological or verbal in nature. Bullying can be perpetrated by an individual on an individual, by a group on a group, by a group on an individual or vice versa. Bullying hinders the development of the individual. Good Counsel College upholds the value and dignity of each member of its community. We believe that every person is entitled to participate in an education within a safe, just and respectful environment.

- The College has developed strategies to deal with bullying when it occurs and implemented proactive education strategies.
- Our intervention aims for immediate cessation of the bullying.
- The concerns and needs of both victim and bully are addressed.
- Liaison with all relevant parties occurs as appropriate.

WHAT IS BULLYING?

Definition: - Bullying is a relationship problem in which power and aggression is used to cause distress to a vulnerable person. Bullying can be direct or indirect and include: physical, psychological, verbal or electronic actions that have hostile intent, cause distress to victims, are repeated over time and involve a power differential between the person who bullies and the person who becomes the victim.

Good Counsel College's bullying procedures work in a proactive and preventative manner to help students:

- Establish and maintain positive relationships with each other.
- Deal appropriately with interpersonal conflict.
- Develop empathy, act assertively when necessary, become resilient and help others who are bullied.

THERE IS ZERO TOLERANCE OF BULLYING AT GOOD COUNSEL COLLEGE

STEP 1 - Student Bullying Incident Reported

The College provides a range of reporting options students where they may provide a confidential report to a trusted staff member.

STEP 2 – *Bullying Complaint Investigated*

STEP 3 – *Level of Bullying Evaluated.*

STEP 4 – *Pastoral Meeting with Victim and Intervention Method Determined*

The relevant staff member involved listens to the student and then employs a combination of the following intervention methods:

(i) Mediation

(ii) Restorative Practices

(iii) Traditional Disciplinary Approach

(iv) Strengthening the Victim

(v) The Support Group Method

(vi) The Method of Shared Concern

STEP 5 – Work Pastorally with Victim Using the Chosen Method of Intervention

STEP 6 – Work Pastorally with Perpetrator Using the Chosen Method of Intervention

STEP 7 – Ongoing Consultation and Review

STUDENTS - WHAT TO DO

If you are being bullied:

- Try to ignore the behaviour
- Make it clear you don't like the behaviour and want it to stop
- Call it what it is. Most bullies don't like to be exposed as bullies.
- Tell a trusted adult
- Remember that the bully has the problem not you. Don't accept the nasty things they say or do to you.

If you witness bullying:

- Encourage the bully to stop the behaviour. This is difficult but very important.
- Tell a teacher or other adult. They can help talk to the people involved and help end the bullying.

If you are a bully:

- Realise your actions have consequences for you and for others.
- Remember the sort of friend you'd like to have. What do you need to change to be that kind of friend.
- Apologise if you have offended someone.

Find things you can do to feel good about yourself (play sport, build or make something) – do something that makes you proud.