



MAGDALENE CATHOLIC HIGH SCHOOL

"Because I have seen the Lord"

Anti-Bullying and Harassment Policy

Rationale:

At Magdalene Catholic High School we strive to create a safe and secure environment free from bullying and harassment where everyone has the right to be respected and treated fairly. It is the responsibility of every member of our community – staff, parents and students - to address any forms of bullying within our School and encourage positive relationships. As a whole school approach, we share the responsibility to report any incident of bullying and harassment.

Definition:

Bullying is the intent to harm through physical, verbal, social, cyber and psychological means. Although there is no universal definition, there are three critical features that appear in most definitions. These features include:

- Repetition – repeated hurtful behaviour.
- Intent to harm – intention to cause physical, psychological and/or emotional harm.
- Power imbalance between the perpetrators and the victims – through differences such as physical size, strength, age or status within a peer group.

Guidelines:

1. The school seeks to promote a culture in which the students will be encouraged to:
 - a. take positive action to stop the bullying if they observe or are involved in an incident.
 - b. report the bullying incident to a teacher as soon as possible. The school community will then endeavour to work with the students, and when appropriate the parents, to address the issue
 - c. make it clear to their peers that bullying is not acceptable.
2. The school will seek to support this culture through:
 - a. Enforcing consequences to eliminate bullying behaviours
 - b. informing the students about the consequences of bullying, through mediums such as teaching and learning programs, assemblies, newsletters etc.
 - c. educational strategies that will enable the students, staff and families to embrace positive relationships.
 - d. clear procedures for handling reported incidents of bullying. (Appendix A)
 - e. providing professional development for staff on current trends and strategies about bullying and harassment.
 - f. regular monitoring of students' attitudes and perceptions towards the level of bullying in the school. The school will provide clear avenues for reporting incidents of bullying.

Basis of Discretion

It is always at the discretion of the Principal to take other actions as deemed as appropriate in any given situation.

Supporting Documents

- Appendix A – Anti-bullying Framework
- This policy is supported by the school's Hands Off Policy, Sexual Harrassment Policy, Child Protection Policy.
- Student Diary: Discipline and Code of Behaviour.

Evaluation

This policy will be reviewed in 2015.