



Anti Bullying Policy

Every person at OLSH College has the right to a learning and work environment free from intimidation, humiliation and hurt. In a Catholic community, there are expectations that each person has the right to experience positive and respectful relationships with one another and to resolve conflict in a dignified manner. OLSH promotes supportive relationships, resilience, restorative justice and Gospel teachings to assist in the prevention of and respond to incidents of bullying.

Definition of Bullying

Bullying is about an imbalance of power where there is a deliberate intent to cause harm or distress. Bullying occurs when someone repeatedly experiences hurtful behaviour from another person or persons. Bullying can take several forms. We consider the following to be some examples of bullying:

Physical

for example, hitting, pushing, kicking, spitting, tripping.

Verbal

for example, teasing, name calling, put downs, insults, threats.

Social

for example, ignoring, excluding, ostracising, alienating, making inappropriate gestures.

Psychological

for example, spreading rumours, dirty looks, hiding or damaging possessions, belittling others.

Cyber

for example, malicious SMS and email messages, inappropriate use of cameras and social media networks.



Conflict or fights between students and single incidents are not defined as bullying. Bullying behaviour is not:

- children not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation

Responses to Bullying at OLSH

All members of the College play a part in preventing bullying. We do this by:

1. Educating students regarding bullying by using a systematic and planned approach for each year level. For example, this would include—what it is, how it affects us and what we do about it, building positive relationships, resilience.
2. Teaching explicitly about Cyber Safety and invite theatre groups and Police Liaison Officers to address each of our year cohorts.
3. Combating this when it occurs outside of school hours and when students are impacted within the College.
4. Treating all instances of bullying seriously where concerns are responded to and investigated and documented in a timely manner.
5. Educating staff regarding bullying and implementing the College's Anti-Bullying Policy and Student Acceptable Use Agreement for ICT.
6. Notifying NSW Community Services and Police Liaison Officer are to be notified when an incident involves manufacturing, possessing or distributing of child pornography



Joint Responsibility to Identify and Address Bullying

Responsibilities of:

Students

Build positive relationships with others
 Refuse to be involved in any bullying
 Tell the person who is bullying you (or bullying someone else) that their actions are unwanted and must stop
 If bullying does not stop, report the bullying to a parent/ guardian, teacher, Leader of Pastoral Care, Assistant Principal, Principal, or School Counsellor
 Display responsible and respectful conduct online
 In cases of cyber bullying, keep evidence of incidents for further investigation

Staff

Be positive role models in our relationships with others
 Treat all incidents of bullying seriously and, if necessary, report and document it to the Pastoral Care Teacher, School Counsellor, Leader of Pastoral Care, Assistant Principal or Principal
 Understand that through punctuality to class, active supervision and challenging unacceptable behaviour, staff can play an active role in preventing bullying
 Be consistent in the playground and classroom to ensure that electronic devices are not used unless under the direct supervision of staff
 Respect the privacy of the individuals involved and maintain confidentiality

Parents/Guardians

Be positive role models in our relationships with others
 Take an active interest in your daughter's social life and acquaintances
 Encourage your daughter to tell the person who is bullying her (or bullying someone else) that their actions are unwanted and must stop
 Advise your daughter to report to a trusted member of staff if it remains unresolved
 Under no circumstances should parents/guardians contact the student/s involved and/or their parents/guardians
 Understand that the resolution of the situation may take time
 Monitor your daughter's computer and mobile phone usage and if necessary, impose guidelines for internet and electronic device usage at home