



- Year level programs such as Eyes Open Social Media support students with cyber bullying management and prevention;
- Parents have access to the latest information to support young people on our Parent Portal, through our [w parentingideas.com.au](http://parentingideas.com.au) subscription and through regular Parent Page columns in our college newsletter; and
- Buddy Systems and Big Sister/Little Sister proactive programs help promote friendships and supportive relationships between older and younger students.

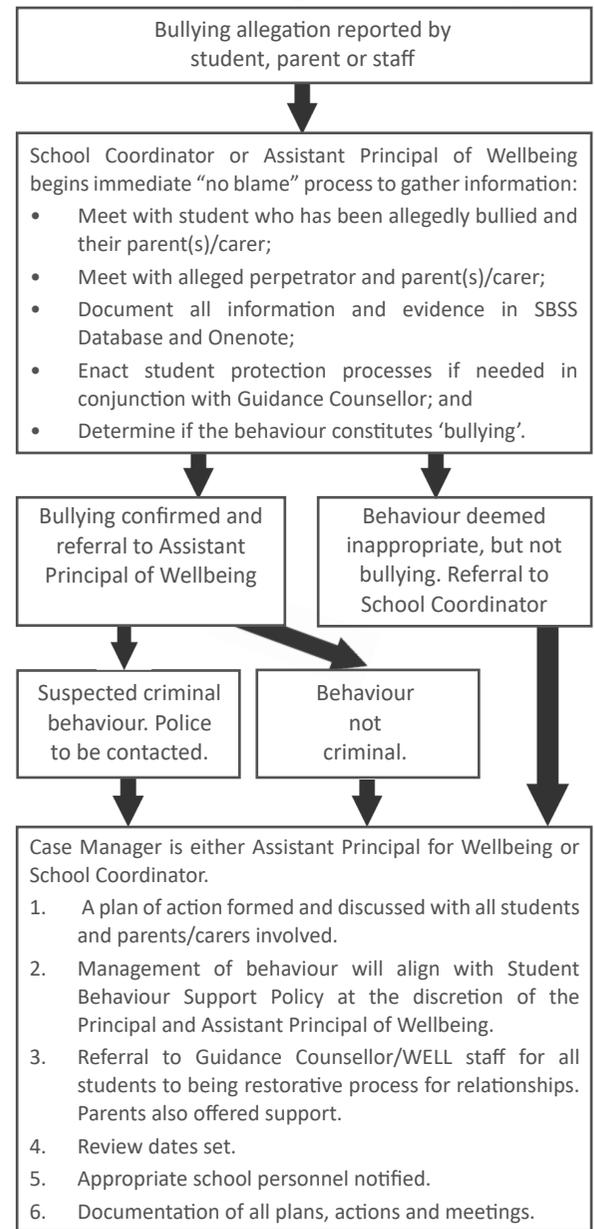


Useful Resources for Students and Families
w bullyingnoway.com.au
w esafety.gov.au
w kidshelpline.com.au

- References**
- BCE Prevention and Response to Student Bullying in Schools
 - BCE Student Behavior Support Policy
 - San Sisto College Student Behavior Support Plan
 - BCE Student Protection Policy and Processes

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San Sisto College Reporting Procedure Suspected Bullying



Anti-bullying Policy and Management Plan

This Anti-Bullying Policy and Management Plan is a part of the Student Behavior Support Policy and aims to restore a sense of wellbeing and connection for our community and to create a positive learning environment for all students.



All students have the right to feel safe.

San Sisto College:

- Commits to educating parents, staff and students on prevention and management strategies;
- Expects a high standard of respectable, kind and cooperative behaviour at all times;
- Promotes and aims to provide a safe learning environment for all students;
- Believes that when staff, students and parents work together we can create a safe and caring environment; and
- Understands that both a proactive as well as a preventative approach to clear reporting procedures allow schools to respond in a timely manner and follow due process.

What is bullying?

The National Safe School Framework (2011) guides our policy. The national definition of bullying for Australian schools says:

“Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behavior that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. It can happen in person or online and it can be overt or covert.”

The key points which distinguish bullying behaviour from other behaviour is that it is deliberate, with intentional harm, repetitive and involves an imbalance of power.

Imbalance of power means that one person or group has a significant advantage over another due to the context (having others to back you up), available assets (access to weapons) or from personal characteristics (such as being stronger, older, more articulate or more able to socially manipulate).

What is NOT bullying?

- An argument between two people or groups
- Not liking someone
- A single act of social rejection
- A one-off act of meanness or spite
- An isolated incident of physical aggression

These are relevant issues and will be addressed and resolved through the processes outlined in the San Sisto College Behaviour Support Policy (located on the Parent Portal).

What students can do if they are bullied?

- Recognise that bullying is not okay and you must take action.
- Seek assistance from parents, a family member, trusted adult, teacher, School Coordinators, WELL staff.
- Speaking up is the most important thing.
- Keep a record of incidents including dates and times.
- DO NOT RETALIATE.

What students can do if they know about bullying?

- Become an “upstander” not a “bystander” and stand up for those being bullied. For details, visit www.bullyingnoway.gov.au
- If you see or suspect bullying, ask the person being bullied if they are okay, offer reassurance and report the behaviour.

What can parents do?

Preventatively:

- Build a close, open and supportive home environment;
- Build your daughter’s self esteem;
- Discuss social, community and relationship issues, including the college’s expectations of behaviour, at school and online, and what it means to be an “upstander”;
- Help her to understand the difference between “bullying” and mean behaviour and how to deal with each of these; and
- Be observant for signs such as school refusal, changes in academic performance, sleeping and eating patterns, loss of interest in sporting and social activities, unexplained injury or destroyed property, and physical symptoms including headaches and nausea.

Parents/carers suspect bullying:

- Gather all the facts and decide whether a situation fits the description of bullying;
- Stay calm and offer reassurance to your daughter that this can be resolved;
- Never retaliate or approach your daughter’s bully in person or online;
- Develop a plan which includes reassuring your daughter that the school needs to know and arming her with strategies such as practising dialogue to use, such as shrugging and ignoring;

- Call the college immediately and speak with School Coordinators or Assistant Principal Student Wellbeing;
- Write down specific events and date/time for your meeting with the college. If possible have evidence;
- If the incident is cyberbullying, go to the Office of Children’s Esafety Commissioner to lodge a complaint; and
- A person can be charged with a criminal offence if another person is physically injured, threatened, stalked or has property damaged. Parents can call Policelink on 131444 to lodge a report.

Role of the College

San Sisto College has a duty of care to ensure the safety of our students. We understand that it can be distressing for parents/carers to discover bullying and the college will support all families and work together to resolve the issue.

PROACTIVE STRATEGIES

The San Sisto College Anti-bullying Policy is supported through a coordinated whole-school approach to educate students to prevent and reduce incidences of bullying. This is accomplished through:

- The promotion of a positive school environment that provides safety, security and support for students and promotes student wellbeing. Direct student access to supports such as the WELL provide immediate support and information about positive relationships, how to communicate and problem solve appropriately and how to seek help when needed;
- Regular promotion of clear and visible reporting procedures for all students;
- The college raises awareness of bullying through the recognition of the National Day of Action Against Bullying;
- Our students are educated in right relationships and are taught skills in bystander behaviour in PD classes;
- Effective classroom management of behaviour;
- Effective methods of behaviour management that are consistently used and are non-hostile;
- An increasing awareness of bullying in the college community through assembly presentations by the WELL staff;