

BULLYING POLICY

Bullying is repeated verbal, physical or psychological behaviour that is harmful, targeted, and involves the misuse of power by an individual or group towards one or more persons.

Behaviours that do not constitute bullying include:

Mutual arguments and disagreements (where there is no power imbalance), not liking someone or a single act of social rejection, one-off acts of meanness or spite; isolated incidents of aggression, intimidation or violence. *(while these behaviours are not considered 'bullying' they need to be addressed in the same way as other inappropriate behaviours, i.e by proper behaviour management.)*

Cyber bullying refers to bullying that is carried out through information and communication technologies.

Bullying comes in many forms, none of which are acceptable:

TYPE	DIRECT	INDIRECT
PHYSICAL Harm can also be done by using physical force.	<ul style="list-style-type: none"> Fighting, hitting, kicking or pushing Spitting, biting, pinching or scratching Throwing things at people Damaging or destroying other people's property Inappropriate sexual contact and intimidation, such as gestures or staring. 	<ul style="list-style-type: none"> Getting another person to harm someone.
VERBAL Verbal bullying happens when words are used with the intention of hurting another person	<ul style="list-style-type: none"> Mean and hurtful name calling Offensive or abusive comments Demanding money or possessions Sarcasm/teasing/taunting/belittling, including sexual overtones Crude jokes and comments. 	<ul style="list-style-type: none"> Spreading nasty rumours. Trying to get other students to dislike another student.
PSYCHOLOGICAL <i>(social and emotional)</i> This kind of bullying is not as obvious, but can be extremely harmful	<ul style="list-style-type: none"> Threatening and/or obscene gestures Racist or sexist remarks Stalking Spreading rumours Gossip Graffiti Manipulate or harm others. 	<ul style="list-style-type: none"> Deliberate exclusion from a group activity Removing or hiding another's property.
COVERT	<ul style="list-style-type: none"> Lying about someone Playing a nasty joke Mimicking. 	<ul style="list-style-type: none"> Spreading rumours.
CYBER <i>(email, SMS, phone, social networking sites and internet mediums)</i> Potential to be highly damaging, especially as messages can be re-read or distributed widely and quickly.	<ul style="list-style-type: none"> Mean, belittling and hurtful name calling Threatening and/or obscene language by text or email Offensive images or videos Repeated messages Taking pictures or videos of another student without their consent. 	<ul style="list-style-type: none"> Spreading malicious rumours Trying to get other students to dislike another student Using another student's password or phone to communicate obscene language or inappropriate images or video.

HOW TO MANAGE BULLYING BEHAVIOUR

Students can do something about it! The following strategies can be used to help overcome bullying:

- Ignore the behaviour by walking away.
- Challenge the behaviour. Simply saying, 'I don't like what you are doing!' makes a clear statement.
- Tell someone in charge. Sometimes a student may need help. Students can speak to a teacher, chaplain, the counsellor or another staff member. He or she will address the issue and the student will be supported.
- Break the cycle of bullying. Students can make a difference. When a student sees bullying behaviour, he or she is encouraged to do something appropriate about it.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Any student who feels they are being bullied is encouraged to report their concerns immediately.

Bullying will continue if those responsible think they can escape detection and avoid consequences.

- Approach your class teacher/Head of Year, Senior Staff member, your parents, College Counsellor or another adult with whom you feel comfortable.
- Any report of bullying made to the College will be followed up sensitively and actions taken will be documented.
- Try not to show that you are upset. Try and look and sound confident. Bullies feel powerful if they believe they have upset you.
- If the bullying continues students/parents are encouraged to report it again. It is important that bullies get the message that their behaviour will not be tolerated.
- Consider talking to the College Counsellor for help in developing skills which can be helpful in bullying situations.

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WHAT CAN YOU DO IF YOU ACT IN A BULLYING WAY TO ANOTHER STUDENT?

If you recognise that your behaviour is inappropriate or has upset a student, speak with someone you trust about it. Your class teacher/ Head of Year and College Counsellor will support you in your efforts to change. Apologise to the student if possible and work out how you can make sure that you don't repeat the behaviour.

WHAT CAN YOU DO IF YOU ARE ACCUSED OF BEING A BULLY?

Speak with your class teacher or College Counsellor immediately. Your view regarding what has happened will be carefully listened to and you will be treated fairly at all times.