



Student Bullying Policy

1 Introduction

In a school where relationships are marked by mutual respect, tolerance of differences and an understanding of human weakness, there is a real possibility that such a community will prove to be compassionate, accepting and forgiving.

Loreto Schools of Australia Mission Statement

Members of the Loreto College community are part of a continuing tradition of *Christian education for women* based on the ideals of Mary Ward.

While individuals, our students are also members of a group and a community. As such, they face the challenge of considering and working towards their own development and have a responsibility to recognise the rights of others, the ideals of the school and the need for compliance with the rules and procedures set down to ensure its smooth running. Amid changing values and relative standards, these ideals should guide their pattern of living.

It is hoped that each student will take a lively interest in exploring and realising her spiritual, mental and physical potential. In this regard, students are encouraged to develop a spirit of compassion and an active sense of social justice, as well as self-discipline, logical reasoning and critical judgement.

If each student is to have the opportunity she deserves, mutual respect and consideration for others are necessary. Honesty, justice, truthfulness and tolerance are essential values and expectations in our school community.

2 Purpose

This Policy is to raise awareness of behaviours which are unacceptable to the College and which will result in disciplinary consequences being imposed by the College. Some behaviours may also amount to criminal behaviours which will be referred to the Police or other State Authorities. This Policy is to be read in conjunction with the Student Protection Policy and, where there is any inconsistency, the Student Protection Policy will prevail.

3 Scope

This policy applies to all students and covers a wide range of behaviours unacceptable to the ethos and values of Loreto College. This includes bullying in all its forms.

4 Policy

Each person at Loreto College Coorparoo has a right to learn and work in a safe environment.

Students are required to respect other students, teachers and visitors to the school through courteous behaviour at all times.

Breaches of expectations as outlined in this Policy and the Student Code of Conduct will attract College consequences additional to any that might be imposed at law.

Bullying in all its forms (including cyber bullying) will not be tolerated

All Formal Complaints of bullying will be investigated.



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The College will work with parents in partnership to promote appropriate behaviours in students.

The College will work with State Authorities (including Police and the Department of Communities) as appropriate or as required by law.

5 Consequences of Infringements of Anti-Bullying Policy or Code of Conduct

Infringements of the Code of Conduct will incur an appropriate consequence or penalty. The aim of such penalties is to allow the student to understand the damaging impact of the infringement on herself and others, to develop more positive behaviours, and to repair damage or hurt where possible.

The range of penalties may include:

- attending an interview with a teacher, Year Coordinator, Deputy Principal or Principal
- parents being called in for interview
- providing a verbal and/or written apology
- providing a written reflection on inappropriate behaviour
- making reparation for damage or hurt caused
- for students in Years 7 – 10, receiving Conduct Penalty signatures in the Student's Handbook. Failure to produce a Handbook for signature on request is itself a minor disciplinary matter.
- completing a lunchtime detention
- being given afternoon detention
- being suspended either in-school or at home
- reporting under legislation to State Authorities
- being expelled from the College.

Conduct Penalty signatures may be given for students in Years 7 – 10 for failure to comply with the College's Code of Conduct, e.g. failure to complete homework or assessment, rudeness or lateness to class.

Lunchtime detention may be given from 1.00pm to 1.20pm for failing to comply with the Code of Conduct, e.g. repeated uniform infringements.

Afternoon Detention may be given after school on Tuesday from 3.20pm to 4.20pm for more serious offences such as missing a class, inappropriate messaging, eating in any school building, inappropriate behaviour, vandalism or for adding up a series of minor offences, e.g. receiving five Conduct Penalty signatures in one week. The student's parents may also be notified regarding the Conduct Code infringement and action taken by the College.

Advance notice is always given for a detention and **students are expected to attend on the date specified**. Requests for an alternative date for a detention must be made in writing by parents. Students who fail to attend a detention will be required to make up that detention the following week and may be required to complete an additional afternoon detention.

Because of the importance of participation in appropriate exercise, two Conduct Penalty signatures is the consequence for Years 7 - 10 students for not being prepared for **PE lessons**, ie not wearing PE uniform or not wearing a hat. Any Year 11 or 12 student who is not prepared for a Core PE lesson will be required to undertake an alternative activity during that time. For all students, failure to have correct



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uniform twice in one semester will result in the student being required to assist the HPE Department at lunchtime to maintain equipment and provide support for classes or sporting teams.

Any student with a long term illness or injury will abstain from lessons. If a student with a long term injury can use the time to rehabilitate her injury, this will be discussed with the teacher. If a student repeatedly fails to participate appropriately in core PE lessons or alternative activities, a detention will be issued or another appropriate consequence applied.

Suspension may be given as a result of a number of after school detentions in a single semester or for major breaches of the Code of Conduct. Usually, such suspensions will occur at school with students required to work by themselves to complete set work or tasks.

Students who are **absent for a day without parent permission and appropriate reason may be required to make up that time outside normal student hours.**

Infringements of the rule **regarding smoking** are serious. Penalties may range from detention to suspension or expulsion.

Infringements of the rule **regarding alcohol** are serious. Penalties may range from detention to suspension or expulsion.

Any illegal drug carrying or usage at school, in uniform anywhere, or at any school function may lead to expulsion. This will be determined by the Principal or Acting Principal.

The **expulsion** of a student is the province of the Principal in consultation with the Chair of Board of Directors and with reference to the LSAC Policy on Expulsion. Advice from the Leadership Team and any other relevant persons will always be sought.

6 Definitions

The definitions contained in the Student Protection Policy also form part of this Policy.

A **safe school** environment exists when without bullying:

- Each person takes responsibility for the safety of self and others
- Each person shows respect for self, others and property.



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Bullying

Is any REPEATED behaviour by a person or persons which is unwelcome, and which, in the opinion of a reasonable person, **hurts, threatens, embarrasses or humiliates** another. It can be expressed **physically, verbally, sexually, electronically and through anti-social behaviour**. Whether the behaviour is intentional or unintentional is not relevant. It is the nature of the behaviour, (according to the opinion of a reasonable person), and the effect it has on the “victim” that constitutes bullying.

All bullying is undesirable. Some bullying, especially many **cyber activities** where others are commented upon, can be charged as a criminal offence.

Bullying can include the following:

- Inappropriate hitting, pushing or kicking
- Unwelcome gestures and threats
- Interfering with another's property by stealing, damaging, destroying or hiding it
- Name-calling, put-downs, or pay-outs
- Teasing
- Belittling others' abilities and achievements, poor or good
- Spreading rumours/stories about people and their families or friends
- Writing graffiti about another person
- Writing or distributing unpleasant notes about people
- Writing or sending of unpleasant or unwelcome emails or texts or posting these on websites
- Sending inappropriate material
- Making unpleasant or unwelcome telephone calls
- Making degrading comments or gestures about a person's culture, disability, religion, sex or social background
- Offending others through jokes or showing inappropriate material
- Making people feel different because of appearance and attire
- Pressuring people to do things against their will
- Deliberately excluding individuals or groups
- Unwelcome and inappropriate touching, staring, whistling or gesturing.

Bullying can lead to:

- Feeling powerless, afraid, uncomfortable or isolated
- Finding it hard to concentrate, work or sleep
- Finding it hard to relate to friends or family
- Feeling confused or stressed
- Not wanting to attend school
- Being excluded from social groups.

Retribution occurs when one person tries to “get back” at another for some suspected or known behaviour which upset her or him.



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7 Action to take in Response to Bullying

ARE YOU BEING BULLIED?

The following steps are recommended. However, any student or parent may go straight to Step D should they wish. Remember all students have a right to feel safe and secure at their school.

- a) Think about whether you can ignore it and try to show it doesn't upset you. Remember, bullies like to feel successful and may leave you alone if you do not respond.

BUT, always discuss it with a trusted adult: parent/guardian/aunt/doctor/school employee.

Hopefully, bullying stops.

No more action is needed.

Bullying doesn't stop.

Go to B, C or D.

- b) Try to speak to the person bullying you.

Tell them that the behaviour is unwanted and may be illegal.

Inform your trusted adult that the bullying is continuing and give them examples.

Hopefully, behaviour stops.

No more action is needed.

Behaviour doesn't stop.

Go to C or D.

- c) Have a more serious discussion with someone from the College:

- your Homeroom Teacher
- the School Counsellor
- your Year Level Coordinator
- a member of the College Leadership Team
- any member of staff with whom you feel comfortable.

Make a plan with this person to deal with the problem and follow it through. Report back to this person on how things are going.

Hopefully, behaviour stops.

No more action is needed.

Behaviour doesn't stop.

Go to D

- d) Go to the Principal.

The Principal will take suitable action to resolve the matter, including investigating the issue and, if necessary or appropriate, referring the matter to outside authorities.

If you are experiencing or know that another student is experiencing serious physical, sexual or emotional abuse you should go straight to a Student Protection Officer, your name will be kept confidential.