



Mary MacKillop College  
Kensington

# Anti-Bullying & Harassment Policy

Version: Four  
Approved by: Leadership Team  
Date of approval: June 2020  
Review date: June 2022



## Introduction

Mary MacKillop College is a Josephite community which fosters Gospel values and a Christian understanding of people's mutual responsibilities for each other, an acceptance of difference and an awareness of justice and equality. Bullying and harassment undermines positive relationships and our College ethos.

## Purpose

The purpose of this policy and associated processes is to promote, implement and create a safe learning environment for all members of the Mary MacKillop College community.

## College Mission & Vision Statement

**Mission** – to educate girls to be compassionate, knowledgeable and confident to take their place in the world.

To empower girls to make a difference and to be of service to others.

**Vision** – to be distinguished by excellence in education, faith and leadership formation.

## Definitions

**Bullying:** is unwelcome behaviour towards another person because it makes that person feel humiliated, threatened or unsafe. It may come from an individual or a group.

**Harassment:** is unwelcome behaviour towards another person which is repeated, persistent and continues for a period of time.

It may come from an individual or a group.

**Cyberbullying:** is carried out through an internet or mobile phone service such as email, chat room, social media platforms, discussion group or instant messaging.

## Identification

What form can bullying and harassment take?

- deliberate hurtful words, put downs, teasing, gestures or actions toward another person
- name-calling, rudeness, swearing, spreading rumours about a person or their family
- writing unpleasant notes or graffiti about a person or group to which a person belongs
- coercing others to join in with verbal slander towards another person
- deliberately isolating others
- hiding, damaging or destroying another person's property
- excluding someone because of academic ability
- not accepting someone because they are new or different
- hitting, pushing, punching and being physically threatening or violent
- displaying negative or aggressive body language
- using electronic or digital technology to send hurtful, slanderous or threatening words or photos
- degrading comments or gestures about the culture or background of another person (racial discrimination)
- name-calling because of race (racial discrimination)
- isolating someone because of race (racial discrimination)
- telling offensive jokes or showing offensive material (sexual harassment or racial discrimination).

Both in person or through the use of technology

## Responsibilities

It is the responsibility of all staff and students to understand this policy and its ramifications. All staff and students will be trained in actively involved in understanding, implementing and managing the policy.

For staff this will involve training in Restorative Justice, Responding to Abuse and Neglect, Child Protection Curriculum, Positive Psychology and basic counselling skills. For students this will involve being introduced to the Restorative Justice model and developing strategies to respond to and deal with bullying and/or harassment.

Dependent on the severity of the issue, it may be determined necessary to remove some of the steps in the process.

Confidentiality of information, in cases of suspected bullying or harassment is practised at all times and the principles of natural justice will take place.



## Student Action Flow Chart

