



STUDENT BULLYING PREVENTION AND INTERVENTION POLICY

Status	CURRENT
Classification	Operational / Mission and Wellbeing
Established	2002
Last Review	2026
Next Review	2029
Responsibility	Deputy Principal – Mission and Wellbeing Deputy Principal – Students

CONTEXT

St Augustine's College – Sydney is a Year 5 to Year 12 Catholic Congregational comprehensive school for boys teaching the Augustinian values of Truth, Love and Community.

The College seeks to promote the formation of the whole person; an individual who is well rounded and lives by the Gospel mission of justice, forgiveness, compassion and generosity.

Key to an Augustinian education is friendship, a commitment to learning and the opportunity to achieve academic and personal excellence within a faith community.

POLICY STATEMENT:

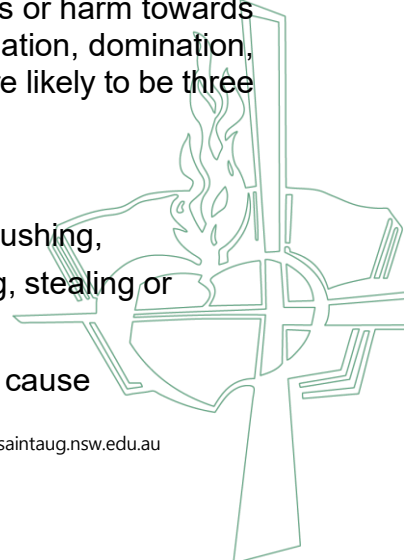
Our College seeks to recognise and affirm the worth and dignity of each student and member of staff, therefore bullying has no place at St Augustine's College.

The Hazard - Bullying:

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- * Physical bullying which involves physical actions such as hitting, pushing, obstructing or being used to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- * Psychological bullying which is when words or actions are used to cause



psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.

- * Indirect bullying which is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- * Cyber bullying which is the ongoing abuse of power to threaten or harm another person using technology. Cyber bullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

What isn't Bullying:

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

- * **Mutual Conflict Situations** which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation.
- * **One-Off Acts** (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

Signs of Bullying

Major behavioural changes in a student may be indicative of bullying. Such behavioural changes may include:

- * crying at night and having nightmares
- * refusing to talk when asked "What's wrong?"
- * having unexplained bruises, cuts or scratches
- * an unwillingness or refusal to go to school
- * feeling ill in the mornings
- * a decline in quality of school work
- * becoming withdrawn and lacking confidence
- * beginning to bully siblings
- * acting unreasonably.

Parents/guardians are encouraged to recognise signs of bullying and notify the College through a trusted staff member immediately (such as a class teacher, Head of Year/Head of House, Head of Primary, or The Ambrose Team), if they suspect their child is a victim of bullying.

St Augustine's College Policy

St Augustine's College recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the College is respected and accepted.

Bullying is not tolerated at St Augustine's College.

It is our policy that:

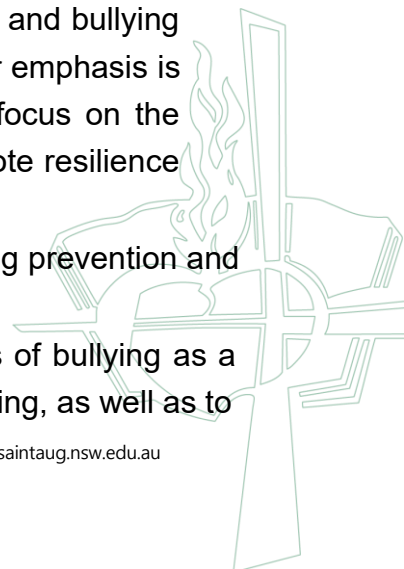
- * bullying be managed through a 'whole-of-College community' approach involving students, staff and parents/guardians
- * bullying prevention strategies are implemented within the College on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower the 'whole-of-College community' to recognise bullying and respond appropriately
- * bullying response strategies are tailored to the circumstances of each incident
- * staff establish positive role models emphasising our no-bullying culture and developing respectful relationships
- * bullying prevention and intervention strategies are reviewed on a continual basis against best practice.

Bullying Prevention Strategies

St Augustine's College recognises that the implementation of whole-College prevention strategies is the most effective way of eliminating, or at least minimising incidents of bullying within our community.

The following initiatives form part of our overall bullying prevention strategy and our strategy to create a 'no-bullying' culture within the College:

- a structured curriculum and peer group program, that provides age-appropriate information and skills relating to bullying (including cyber bullying) and bullying prevention, to students over the course of the academic year. Our emphasis is on preventative and early intervention wellbeing programs that focus on the development of emotional literacy and skills to support and promote resilience and instill protective factors.
- education, training and professional development of staff in bullying prevention and response strategies
- provision of information to parents/guardians, to raise awareness of bullying as a College community issue to equip them to recognise signs of bullying, as well as to



provide them with clear paths for raising any concerns they may have relating to bullying directly with the College

- promotion of a supportive environment that encourages the development of positive relationships and communication between staff, students and parents/guardians
- promotion of responsible bystander behaviour amongst students, staff and parents/guardians
- reporting of incidents of alleged bullying by students, bystanders, parents/guardians and staff are encouraged, and made easy through the establishment of multiple reporting channels
- regular risk assessments of bullying within the College are undertaken by surveying students to identify bullying issues that may ordinarily go unnoticed by staff
- records of reported bullying incidents are maintained and analysed, in order to identify persistent bullies and/or victims and to implement targeted prevention strategies where appropriate
- education of staff, students and parents/guardians on health conditions and diversity to promote understanding and to reduce stigma and fear
- promotion of student awareness and a 'no-bullying' environment by participating in events such as the National Day of Action Against Bullying and Violence and RUOK Day
- The Student Code of Conduct and the Bullying Prevention and Intervention Policy and Procedures can be viewed at any time on the SEQTA Student Dashboard.

Reporting Bullying

Students and their parents/guardians are sometimes reluctant to pursue bullying incidents, for fear that it will only make matters worse.

A key part of the College's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well as providing assurance to students who experience bullying (and parents/guardians) that:

- * bullying is not tolerated within the College
- * their concerns will be taken seriously
- * the College has a clear strategy for dealing with bullying issues.

Bullying incidents can be advised to the College verbally, in writing, or via Direct Message on SEQTA, through any of the following avenues:

- * informing a trusted teacher



- * informing the The Ambrose Team
- * informing a student's Head of Year/Head of Houses / Head of Primary/Deans of Students
- * informing the Deputy Principal - Students or the Principal

Responding to Bullying

Bullying behaviours vary enormously in their extent and intent and, as a consequence, each incident needs to be dealt with on its facts.

In all circumstances the College:

- takes bullying incidents seriously.
- provides assurance to the victim that they are not at fault and their confidentiality will be respected.
- takes time to properly investigate the facts including discussing the incident with the victim, the bully and any bystanders.
- takes time to understand any concerns of individuals involved.
- maintains records of reported bullying incidents.
- will escalate its response when dealing with persistent bullies and/or severe incidents.

Actions, in line with Student Management Policy, that may be taken when responding to bullying include:

First incidence of reported bullying:

- Both/all parties will be required to discuss the situation/incident with the Head of Primary or the relevant Head of Year/Head of House.
- Students who are harassed or who harass will be required to record the events in writing.
- A summary is to be noted in SEQTA.
- Parents of all parties will be spoken to over the phone.
- Parental meeting may be necessary, but not mandatory.
- In most cases, a restorative meeting between all parties will be facilitated by the Head of Primary or relevant Head of Year/Head of House or other nominated staff member.
- Perpetrator(s) of the bullying behaviour and their parents are warned that future bullying behaviour may result in a suspension from school.



Second incidence of reported bullying:

- Process 1-4 as above
- If bullying behaviour has previously been addressed, then it may result in an escalation of disciplinary actions.
- Parental interview required at re-entry meeting.
- Where appropriate, a restorative meeting between relevant parties will take place.
- Student and parents notified that future bullying behaviour may result in the Student being placed on a Probationary Enrolment.
- A summary is to be noted in SEQTA.
- External supports may be referred to in order to support all involved parties.

Subsequent reports of bullying:

- Process 1-4 as above
- If bullying behaviour has previously been addressed then parental meeting may be required with the Deputy Principal to discuss enrolment at the College.
- Student may be placed on a Probationary or Conditional Enrolment or excluded from the College.
- A summary is to be noted in SEQTA.
- Any decision to terminate Enrolment will be made by the Principal.

Restorative Practice:

Restorative practice focuses on repairing the harm done to people and relationships rather than on punishing offenders. This process thus focuses on healing and the related empowerment of those affected by an incident and therefore enhances relationships and builds community.

Long-term strategies

As well as short-term strategies, which eliminate certain harassing behaviours, long-term measures are needed to teach ADAPTIVE BEHAVIOURS. This term applies to behaviours, which develop social skills, anger control and moral values. Such behaviours help the child to adapt to the school's environment. This may be done collectively through the pastoral program, AWE sessions or a targeted intervention run by the Ambrose Team or Head of Year/Head of House/Head of Primary.

Head of Year/Head of House/Head of Primary must follow up with the target(s) shortly after the resolution of the incidence of bullying to ensure it has not continued, and again approximately 4-6 weeks after. A summary is to be noted in SEQTA.



The following approaches may be used to intervene in group or relational bullying situations. They are only appropriate during the initial stages. They are not appropriate for persistent behaviours.

- notification of/consultation with parents/guardians
- offering counselling to persistent bullies/victims
- implementing effective follow up strategies
- disciplinary action, at the Principal's discretion, including suspension and expulsion of persistent bullies, or in cases of severe incidents.

Bullying and Other Support Services

The following support services are available to students and staff:

Other Support Services

St Augustine's College also provides access

- to School Psychologist/Social Worker, known as the Ambrose Team. Referrals can be made by request from students, parents or by referral from a staff member.
- connection with local youth wellbeing organisations, such as Headspace, Lifeline and St Vincent de Paul - Brookvale.

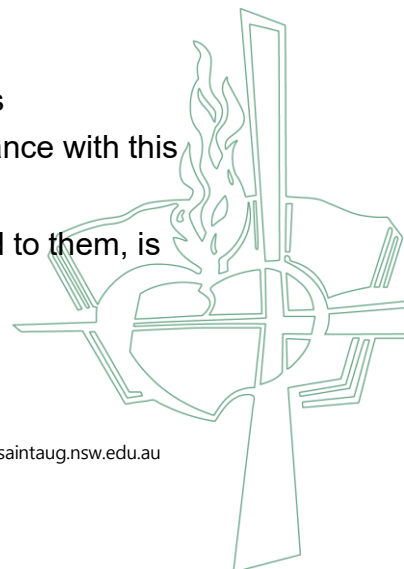
School Liaison Police

School Liaison Police are NSW Police officers who work with schools to reduce crime, violence and anti-social behaviour. School Liaison Police are a point of contact for the College community and the NSW Police Force. Our students are encouraged to contact the School Liaison police if they have any concerns. The School Liaison Police Officer can be contacted at Dee Why Police Station on (02) 9971 3399.

Staff Responsibilities

All staff are responsible to:

- model appropriate, respectful and supportive behaviour at all times
- deal with all reported and observed incidents of bullying in accordance with this policy
- ensure that any incident of bullying that they observe or is reported to them, is recorded appropriately



- be vigilant in monitoring students that have been identified as either persistent bullies or victims
- acknowledge the right of parents/guardians to speak with the College if they believe their child is being bullied.

Signage

Anti-bullying posters may be posted in strategic locations in the College to promote appropriate behaviour and encourage students to respect individual differences and diversity.

Implementation

This policy is implemented through a combination of:

- * staff training
- * student and parent/guardian education and information
- * effective incident reporting procedures
- * effective management of bullying incidents when reported
- * the creation of a 'no-bullying' culture within the College community
- * effective record keeping procedures
- * initiation of corrective actions where necessary

Discipline for Breach of Policy

Where a staff member breaches this policy, appropriate disciplinary action will be enacted at the discretion of the Principal.

Please Note: This policy supersedes the Student Bullying and Harassment Policy (2020)

