

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

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, sexual orientation or practice of religion. Bullying o t

justice, equity, compassion, trust and courage,
and is therefore unacceptable.

St Patrick's College is committed to providing a
safe learning and working environment that is
based on mutual respect and is free from
bullying and cyberbullying. It is our policy that:

	<p>assistance if they have concerns in relation to bullying</p> <ul style="list-style-type: none">• Students, parents and staff will have access to the Statement on Bullying• Treatment, counselling and ongoing support will be available for all students affected by bullying
	<ul style="list-style-type: none">• verbal, e.g. repeated name calling, teasing, abuse, putdowns, sarcasm, insults, threats• physical, e.g. repeated hitting, punching, kicking, scratching, tripping, spitting• social, e.g. repeated ignoring, excluding, ostracising, alienating, t d n

	<p>All students are required to:</p> <ul style="list-style-type: none">• treat all students, staff and any other person at the College professionally and with respect• avoid behaviour that could be interpreted as bullying and act to prevent other students from engaging in bullying behaviour, where this is reasonably practicable• where students have witnessed bullying at the College they are encouraged to report this to a staff member
	<p>The College is responsible for ensuring that students are treated fairly and with respect, and is committed to ensuring that all staff will:</p> <ul style="list-style-type: none">• model appropriate standards of behaviour• educate and make students aware of their obligations under this policy• intervene quickly and appropriately when bullying behaviour is identified• act fairly to resolve issues and enforce the College's expectations, making sure relevant parties are heard• help students resolve complaints• ensure students who raise an issue or make a complaint are not victimised
	<p>Parents/carers have an integral role to play in the prevention and resolution of bullying. They must notify the College if they are informed by their son that they consider themselves the victim of bullying behaviour.</p>

A key part of the College's bullying prevention and intervention strategy is to encourage reporting of bullying incidents as well providing assurance to students who experience bullying (and their parents/carers) that bullying is not tolerated within the College.

Students who believe that they d

	<p>threat of harm or alleged criminal conduct. NSW Police and Family and Community Services (FACS) will be notified when an incident involving manufacturing, possessing or distribution of child pornography has occurred.</p>
	<p>A risk assessment shall be undertaken on any student who has a known history or exhibits continual bullying behaviour. Appropriate risk mitigation strategies will be implemented including, where necessary, removing the student from the College either temporarily or permanently.</p>
	<p>All workers are responsible to ensure that they:</p> <ul style="list-style-type: none"> • Familiarise themselves with this policy and follow relevant procedures where applicable • Participate in relevant professional development programs • Notify the student/s Year Coordinator, Director of Wellbeing or Deputy Principal immediately if they witness behaviour that they consider to be bullying
	<p>This policy is implemented through a combination of:</p> <ul style="list-style-type: none"> • Student education via ongoing age appropriate relationship and conflict resolution programs integrated into classroom learning • Staff training • Parent/carer education and information;

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