

REPORTING INAPPROPRIATE BEHAVIOUR

Everyone has the right to feel safe. St Leo's is committed to providing a caring, safe and accepting environment for all our students and staff. The College is committed to child protection and has a zero tolerance to child abuse. We all have a shared responsibility to ensure that no harm comes to anyone in our College community.

If you are concerned about any behaviour from a student or staff member, you can speak to your Mentor teacher, Year Leader or any member of the College Leadership team. You may also like to talk to the College Counsellor.

CSBB SAFEGUARDING TEAM

Catholic Schools Broken Bay (CSBB) also have a team specifically focussed on safeguarding and child protection. Their aim is to assist staff, parents and students to create a safe and supportive environment for young people to learn and grow.

See CSBB's Safeguarding website for more information (csbbsafeguarding.weebly.com), or the team can be contacted on **7256 2211** or by email: safeguarding@dbb.catholic.edu.au.

ANTI-BULLYING GUIDELINES

College intervention aims to:

- ensure the safety and wellbeing of all students or staff
- support our students to treat all community members with kindness and respect
- stop our students engaging in bullying behaviours, including vilifying others due to their background, identity, beliefs or choices.

WHAT IS BULLYING?

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 of any form, or for any reason, can have long- term effects on those involved, including bystanders.

Cyber-bullying refers to bullying using information and communication technologies by an individual or group that is intended to harm others or is undertaken recklessly without concern for its impact on others.

Bullying can happen anywhere - at school, travelling to and from school, in sporting teams, or in the workplace. Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- physical e.g. hitting, punching, kicking, scratching, tripping, spitting

- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g., spreading rumours, hiding, or damaging possessions, malicious SMS and email messages, inappropriate use of communication technology/mobile devices.

HOW DO I REPORT BULLYING?

It is important that you report bullying. You can report bullying that is happening to you or to someone else. We encourage you to report bullying to your Mentor teacher, Year Leader, School Counsellor or any staff member you are comfortable talking to.

IF YOU REPORT BULLYING, WE COMMIT:

- the issue will be treated seriously and managed sensitively
- you will be advised of an appropriate management plan
- the situation will improve, and the bully will be made accountable for their actions.

IF YOU ARE BULLYING:

- you should know that your actions are in conflict with the College's core values
- your parents/carers will be contacted
- you will be required to take responsibility for your actions
- you may be required to participate in counselling sessions and/or mediation
- in serious cases, you may be withdrawn from classes or formally suspended from the College.