

DOMINIC COLLEGE

A Catholic School in the Salesian Tradition



STUDENT WELFARE POLICY

Date	February 2023
Responsible Position	College Leadership Team
Approved By	College Board
Next Review Date	February 2026
Related Documents	Student Welfare Procedure Workplace Health and Safety Policy Behaviour Management Policy Child Safe Policy Wellbeing Policy Complaints Policy National Principles for Child Safe Organisations

Table of Contents

1. INTRODUCTION	3
2. THE SALESIAN CHARTER.....	3
A HOME THAT WELCOMES	3
A PARISH THAT EVANGELISES.....	3
A SCHOOL THAT PREPARES FOR LIFE	4
A PLAYGROUND WHERE FRIENDS MEET	4
3. BULLYING	4
WHAT IS BULLYING	4
WHAT ISN'T BULLYING.....	4
FORMS OF BULLYING	4
SIGNS OF BULLYING.....	5
4. RESPONDING TO BULLYING	5
COLLEGE STAFF	5
STUDENTS:	6
PARENTS/GUARDIANS:	6

1. INTRODUCTION

Dominic College, as a Salesian school, adheres to both the Archbishop's Charter for Catholic Schools and the Salesian Charter.

The Archbishops Charter identifies four domains:

- Catholic Identity
- Learning
- Leadership
- Mission

The Salesian Charter guides how Dominic College enacts these domains with a focus on:

- A HOME that welcomes
- A PARISH that evangelises
- A SCHOOL that prepares for life
- A PLAYGROUND where friends meet

Each of these ideas has a significant impact on how we communicate with each other in speech, in writing, electronically, and in actions.

2. THE SALESIAN CHARTER

A HOME THAT WELCOMES

As a HOME that welcomes, we commit to:

- The safety and wellbeing of all children and young people enrolled in our College.
- providing children and young people with positive and nurturing experiences.
- ensuring that the needs of all children and young people enrolled in our College are met, including those who are most vulnerable.
- acknowledging the cultural diversity of students and families and being sensitive to how this may impact on student safety issues.

A PARISH THAT EVANGELISES

As a PARISH that evangelises, we:

- Commit to the safety of children and young people as a central and fundamental responsibility of our College.
- Acknowledge that our commitment is drawn from and inherent to the teaching and mission of Jesus Christ, with love, justice, and the sanctity of each human person.

A SCHOOL THAT PREPARES FOR LIFE

As a SCHOOL that prepares for life we commit to:

- Listening to children and young people and actively seeking their input.
- Empowering children and young people, ensuring that they understand their rights (including to safety, information, and participation), and responsibilities.
- Take the views of children and your people seriously and address any concerns they raise.

A PLAYGROUND WHERE FRIENDS MEET

As a PLAYGROUND where friends meet, we:

- Are a welcoming community that fosters an atmosphere of joy and optimism.
- Provide a College that is safe, supportive and an enriching environment to develop spiritually, physically, intellectually, emotionally and socially.
- Hold an unequivocal commitment to fostering the dignity, self- esteem and integrity of children and young people and providing them with a safe, supportive, and enriching environment.

3. BULLYING

WHAT IS 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, harassment and discrimination. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

WHAT ISN'T BULLYING

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

- Mutual Conflict Situations (Friendship Fires) 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.

FORMS OF BULLYING

- 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 use of ICT to intimidate, discriminate, harass, humiliate, or threaten a person or group with the intent to hurt them socially, psychologically, or physically. Cyber bullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

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 schoolwork
- becoming withdrawn and lacking confidence
- beginning to bully siblings
- acting unreasonably.

4. RESPONDING TO BULLYING

COLLEGE STAFF

- Take bullying incidents seriously, deal with each incident on its facts.
- Model appropriate behaviour.
- Provide assurance to the victim that they are not at fault and that their confidentiality will be respected.
- Refer incidents to a member of the Learning and Wellbeing Team Primary or Secondary.
- Take time to properly investigate the facts including discussing the incident with the victim, the bully, and any bystanders.
- Take time to understand any concerns of individuals involved.
- Maintain records of reported bullying incidents.
- Escalate their response when dealing with persistent bullies and/or severe incidents.
- Notify and consult with parents/carers.
- Offer counselling to persistent bullies/victims.
- Implement effective follow up strategies.

- Take disciplinary action, at the principal's discretion, including suspension and expulsion of persistent bullies, or in cases of severe incidents.

STUDENTS:

Students should ensure that they

- Report any instance of harassment/bullying, whether they are the recipient or a witness.
- Do not support or encourage harassing/bullying behaviour.
- Offer support to the person being harassed, and encourage and help them to do something about it.
- Take ownership of their behaviour and correct it by apologising immediately if they have harassed another student unintentionally and it is drawn to their attention.

Students who stand by and support the bullying/harassment can also be seen as offenders. This behaviour includes:

- Laughing at others being bullied.
- Filming any bullying/harassment.
- 'Liking' offensive posts on social networking sites.

PARENTS/GUARDIANS:

- Watch for signs of distress in their children.
- Encourage their children to report harassing or bullying behaviour to a staff member.
- Contact the College if their children are unwilling to report the behaviour.
- Feel free to report to the College any suspected harassment/bullying: even if their own children are not involved.
- Actively keep an interest in their children's social life.
- Keep a written record and offer immediate reassurance.
- NOT encourage their children to fight back.