

Bullying and Harassment Prevention Policy 2018

Statement of Beliefs:

Everyone in our community has the right to work, learn and play in a safe environment that is free from bullying and harassment. We believe that bullying and harassment in any form is a violation of a person's rights and will not be tolerated.

What is Bullying?

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Types of Bullying

Bullying may be:

Verbal

Includes use of abusive language, name –calling, spreading rumours

Physical

Includes kicking, biting, hitting and other forms of violence, destruction of property, and damaging or hiding of others' belongings...

Social

Includes exclusion and isolation

Psychological

Includes extortion, threats, blackmail, phone bullying, cyber bullying...

What is not Bullying?

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

What is Harassment?

Harassment is any type of deliberate, uninvited behaviour that is considered unacceptable to the community. It may offend, embarrass and/or scare. It could be sexual or target people because of their race, religion, gender, disability or culture.

Such behaviour could be verbal, non verbal, or physical and may include physical aggression, offensive jokes, comments or notes, or unwanted touching.

Declaration of Rights

All members of our school community have the right to feel safe and secure at all times.

Responsibilities

All members of the St Mary MacKillop CPS community have a responsibility to ensure that everybody feels safe and comfortable within our school by reporting all incidents of bullying or harassment as soon as possible, to an appropriate person, such as the Teacher, Principal, Deputy Principal etc. Passive by-stander behaviour will not be accepted.

Procedures for Dealing with Bullying and/or Harassment Incidents:

- Reported incidents of bullying or harassment will be investigated, documented and monitored.
- The Principal, classroom teacher, and Student Well-Being Coordinator will be informed
- Targets of bullying or harassment will be supported, to feel safe and protected and will be encouraged to develop assertiveness skills
- Bullies will be encouraged to develop positive social skills and to change their behaviour. **However** appropriate consequences will be applied when necessary (e.g. time out, loss of privileges, reparation, behavioural sheet...)
- Open discussion using our Restorative Practices framework, (facilitated by a teacher) between victim and bully will occur to empower the victim to speak up and encourage the bully to change their attitude and behaviour.
- Where appropriate, parents of both parties will be kept informed.
- When necessary children will be referred to professional counselling

The staff of St Mary MacKillop CPS will deal with any alleged harassment/bullying complaint seriously, sympathetically, promptly and confidentially.

Continuing Behaviours

Should a student continue to re-offend, the staff will refer to the [“Pastoral Care of Students in Catholic School”](#) CECV policy 2.26.

Adult Offenders

Should the bullying and/or harassment behaviour be perpetrated by an adult, then we will refer the Anti-Bullying Policy (Workplace) for guidelines on how to proceed.

Related School Policies

- Wellbeing Policy
- Restorative Practices Policy
- Behaviour Support Policy

Policy review

This policy will be reviewed every three years to take account of any changed technology, legislation, expectations or practices.

The next review date is 2021.