



# St Joseph's School

## PETERBOROUGH

### ANTI-BULLYING & HARASSMENT POLICY

#### RATIONALE

The policy for anti-bullying and harassment at St Joseph's School is framed within the Vision Statement for Catholic Schools. Furthermore, as a Josephite school, it is in line with Mary MacKillop's vision. Our school's motto is "**Love at all times**". We work towards demonstrating respect for all through inclusivity, restorative justice and pastoral care.

#### AIMS

At St Joseph's School we aim to:

- provide a safe, respectful and caring environment in which all students can develop spiritually, socially and academically.
- provide guidelines to staff, parents and students for fostering and maintaining student management and countering bullying, violence and harassment.
- provide logical and consistent procedures to be applied across the whole school.

#### DEFINITION

At St Joseph's School we define bullying and harassment as:

- deliberate and unjustifiable gestures, words or behaviours that repeatedly occur over any period of time.
- bullying can be physical, verbal, visual and/or psychological.
- it can include racial and sexual harassment and exclusion.
- bullying can include the use of mobile phones and the internet.

#### **Bullying, harassment and violence may look like:**

<i>Fighting</i>	<i>pushing</i>	<i>hitting</i>
<i>kicking</i>	<i>tripping</i>	<i>spitting</i>
<i>pulling faces</i>	<i>tackling</i>	<i>damaging property</i>
<i>unsafe play</i>	<i>rude gestures</i>	<i>injury to a person</i>

#### **Bullying, harassment and violence may sound like:**

<i>teasing</i>	<i>creating an argument</i>	<i>threatening</i>
<i>spreading rumours</i>	<i>telling tales</i>	<i>unkind jokes</i>
<i>screaming and shouting</i>	<i>setting others up</i>	<i>bossing</i>
<i>refusal to co-operate</i>	<i>telling lies</i>	<i>put downs</i>
<i>name calling</i>	<i>swearing</i>	

#### IMPLEMENTATION

At St Joseph's School we will:

- Develop a system of shared understanding, common practices and consequences for bullying and harassment.
- Ensure a sequential and consistent approach to the identification and consequences of bullying behaviours.
- Explicitly teach anti-bullying techniques through the curriculum. Identify bullying behaviours and the role of the bystander.
- Integrate explicit teaching, modelling, practice and acknowledgement of social and emotional competencies as part of the core curriculum.
- Establish, develop and manage teaching and learning environments in which students learn to act with respect towards themselves and others and their environment.
- Implement behaviour related policies and practices that include both prevention and intervention practices.
- Respond to issues at the earliest opportunity, consistently and with regard to the uniqueness of each situation, the stage of development of those involved and the opportunities for continued growth in developing personal and social responsibility.

## **RIGHTS AND RESPONSIBILITIES**

At St Joseph's School every person has a fundamental right to feel safe and be treated with dignity and respect. It is the responsibility of every person to respect and support the basic rights of others.

### **The Principal/Deputy Principal will:**

- Ensure a safe learning environment is provided.
- Provide resources and training for students and staff in relation to maintaining a safe school environment.
- Support the anti-bullying/harassment procedures.
- Ensure investigation, counselling, mediation and reconciliation processes are in place. Ensure documentation of instances and investigations of bullying and harassment are kept and confidentiality is maintained, as required.

### **Responsibilities of Staff:**

- Model and teach values of justice, reconciliation and respect
- Teach for and about diversity
- Create a safe and caring learning environment
- Explicitly teach anti-bullying programs; which include:
  - *the role of the bystander*
  - *how to identify bullying behaviours*
  - *skills to help students deal with bullying behaviours*
  - *developing resilience*
- Participate in the development and implementation of the school's policy

### **Responsibilities of Students:**

- Respect themselves and others.
- Be aware of, and take responsibility for, their own behaviour and choices.
- Report any bullying behaviours that are observed.
- Acknowledge and respect each others' individual differences.
- Accept responsibility for his/her own choices of behaviour.
- Practise strategies that build resilience.

A question that can be used to prompt students to reflect on their involvement in bullying and harassment issues could be – ***“Are you part of the problem or are you part***

**of the solution?"** This encourages students to think about their direct involvement in the issue and whether they contributed to positive or negative outcome for those concerned.

**The Parents/Caregivers will:**

- Model respectful behaviours.
- Have access to and support the school's policy and procedures regarding anti-bullying/harassment.
- Work with their child's teacher and/or coordinator if the child is involved in any way in a bullying incident.
- Encourage their child to report any incidents of bullying/harassment so the problem can be resolved in a timely way.
- Bring to the school's attention any incident of bullying or harassment involving their child.
- Work in a way which encourages reconciliation and ensures the dignity of each individual is preserved.

Please see the Grievance Procedure on the following page which is used to assist students in resolving issues and develop personal responsibility.

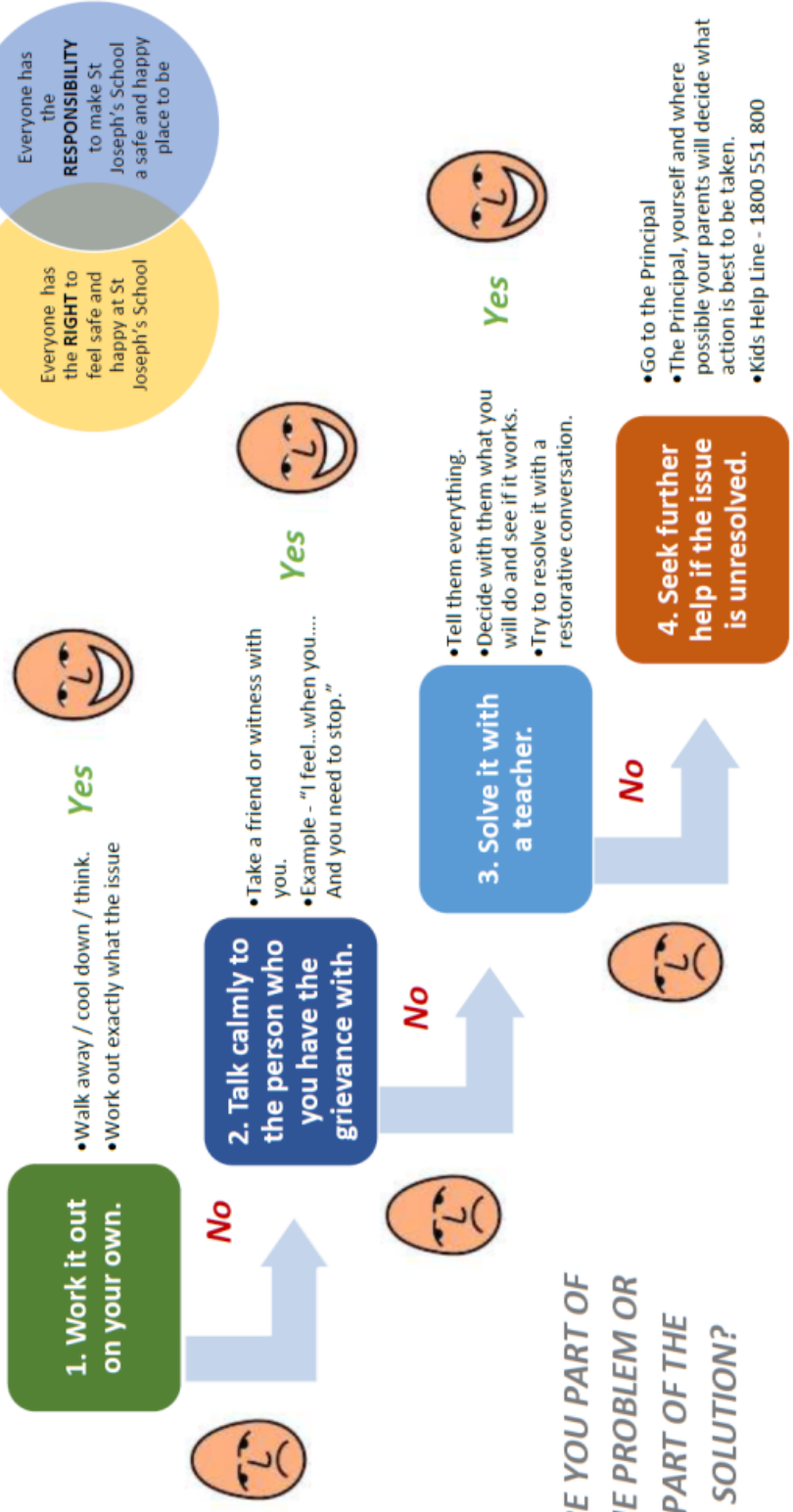
**RESOURCES**

- SACCS Duty of Care Policy 2004
- SACCS Child Protection Policy 2000
- SACCS Procedures for Reporting Child Abuse and Neglect 2010
- St Joseph School *Development of Personal Responsibility* Policy
- St Joseph School *Child Protection* Policy
- St Joseph School Mandatory Reporting Guidelines
- St Joseph School Staff Handbook



# Student Grievance Procedure

*Was the issue resolved?*



Yes

- Walk away / cool down / think.
- Work out exactly what the issue



No

**2. Talk calmly to the person who you have the grievance with.**

- Take a friend or witness with you.
- Example - "I feel...when you.... And you need to stop."



Yes



No

**3. Solve it with a teacher.**

- Tell them everything.
- Decide with them what you will do and see if it works.
- Try to resolve it with a restorative conversation.



Yes

**ARE YOU PART OF THE PROBLEM OR PART OF THE SOLUTION?**



No

**4. Seek further help if the issue is unresolved.**

- Go to the Principal
- The Principal, yourself and where possible your parents will decide what action is best to be taken.
- Kids Help Line - 1800 551 800

