



St Joseph's School
Port Lincoln

In all things love

Anti-Bullying and Anti-Harassment Guidelines

Defining Bullying and Harassment

Bullying/Harassment is not one isolated incident. It is a series of incidents that together form the basis of bullying/harassment. Sometimes, the WORDS, ACTIONS AND ATTITUDES of others undermine the dignity and esteem of individuals. A person subjects another person to bullying/harassment if he/she deliberately acts in an offensive way to the person, be it verbal, physical or emotional. If a person feels offended, humiliated, excluded or intimidated this is bullying/harassment. Such bullying/harassment could include remarks about:

- disability/ability
- race
- ethnic origin
- sexuality
- appearance
- labelling
- differences in opinions or interests

Bullying/harassment includes inappropriate language, unwelcome sexual behaviour, physical action such as repeated pushing, nudging, punching, hitting, offensive text messages and using technology in an offensive manner.

PROCEDURE AND CONSEQUENCES

What can you do about bullying?

- If you are bullied or you know someone who is being bullied, please report it.

Who to report it to

- Tell a trusted adult. This might be your Pastoral Care Teacher, Subject Teacher, Pastoral Care Co-Leader, School Counsellor, Deputy Principal, Principal or a professional in an outside agency. Tell your parents or carers too.

How to report

- Tell a trusted adult who it is that is bullying, where the bullying happens, how often it has happened and what you have done to try and stop it happening.

When to report

- Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

What do we do about incidents of bullying?

- We will listen and talk to the person who has been bullied, and the person who has bullied others.
- We will keep a record of all conversations.
- We will seek to restore positive relationships whenever possible through mediation.
- We will put negotiated consequences in place for the person who has been bullying others.

Date approved:

Date of next review:

Related Policies: Grievance Policy

- The actions taken by the school will depend on the assessment of the situation and how the students involved respond to the steps being taken.
- Follow-up will occur within an appropriate timeframe.

A variety of approaches may be used when dealing with these situations including:

1. Helping the child who has been bullied to cope more effectively (building resilience; offer support; form a circle of security).
 2. Mediation between the students who are in conflict.
 3. The use of restorative practices.
 4. The use of sanctions such as detention, internal or external suspensions of the responsible for the bullying
- It is important to note that the steps taken may change. This is because each person is different and each incident of bullying is different.
 - The cooperation of parents is essential in developing and implementing any anti-bullying policy and program.

What do we do at St Joseph's School to reduce bullying?

- We use prevention, intervention and post-intervention strategies.

Prevention Strategies include:

- Using curriculum to teach students about respectful relationships.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem-solving and developing policies which promote student safety.
- Teaching our students about ways of keeping themselves safe when in an online environment.
- Teaching for and about diversity.
- Maintaining a 'hands off' environment.
- Providing professional learning for staff.

Intervention Strategies include:

- Counselling students who have been bullied.
- Talking to parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Working with students who have bullied others on more appropriate, non-bullying behaviours.
- Teaching students to be active in reporting bullying rather than passive bystanders.
- Ensuring all staff know how to address bullying effectively and respectfully.

Post-Intervention Strategies include:

- Monitoring the situation between students to ensure that their safety and well-being are maintained.
- Talking to carers and parents about strategies.

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- Reviewing our yard duty procedures to make sure they are effective.
- Dealing with 'hotspots' in the yard.
- Reviewing and evaluating behaviour expectations and policies.

The Role of All Students

All students at St Joseph's have a responsibility to be aware of the Anti-Bullying and Anti-Harassment Policy and contribute to creating a safe and happy learning environment. Hence any student witnessing bullying or harassment needs to take appropriate action:

- Tell the student to stop the behaviour that is inappropriate
- Report the incident to a teacher
- Invite the person who is being subject to bullying to relocate to a safer environment.

The Role of Parents and Caregivers

Parents and caregivers have a responsibility to be aware of the Anti-Bullying and Anti-Harassment Policy and support the school in its implementation. Parents can do this by:

- Helping their child understand what bullying and harassment is
- Encouraging their child to report incidents to a teacher or the School Counsellor
- Informing the school of repeated incidences that constitute bullying or harassment
- Not dealing directly with parents of those believed to be demonstrating bullying behaviour but working through the process with the school
- Supporting a process of restorative practices to improve relationships whenever possible.

Implementation

- Parents and Caregivers are requested to be familiar with St Joseph's Anti-Bullying and Anti-Harassment Policy and the procedures followed in the case of bullying or harassment.
- Students will have the policy and expectations explained to them at the beginning of the school year by their Pastoral Care Teacher, Pastoral Care Co-Leaders or the Deputy Principal.
- All students will be made aware of the consequences to be met by those who engage in behaviours that constitute bullying and harassment.

Approval of Anti-Bullying & Anti-Harassment Guidelines

Chair of School Board _____

Date of Ratification: _____

Date approved:
Date of next review:
Related Policies: Grievance Policy