



Francis Jordan Catholic School

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BULLYING AND HARASSMENT POLICY **(STUDENTS)**

Rationale

Francis Jordan Catholic School has a responsibility to provide an educational environment that promotes the dignity and respect of the person and, therefore, aims to eliminate bullying and harassment in all forms.

Learning outcomes, physical health, emotional, psychological and spiritual well-being can be adversely affected by bullying and harassment.

Definitions

Bullying involves:

- a desire to hurt
- hurtful behaviour (physical, verbal or relational)
- an imbalance of power
- an unjust use of power
- sustained, repetitive behaviour

Bullying can be characterized as:

- Repetitive, causing distress, not only at the time of the attack but also by the threat of future attacks
- An imbalance of power (that is inappropriate and where there is an intention to hurt)

Its nature may be:

- Verbal - name-calling, put-downs, threats (spoken, written or electronic)
- Physical - hitting, tripping, punching, throwing objects, stealing
- Social - ignoring, hiding, ostracizing

- Psychological - stalking, threatening looks, spreading rumours, damaging possessions (MindMatters 2000).

Harassment is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. (Adapted from CEO Policy, Harassment in School, 1998). Harassment can be seen as one form of bullying. The terms are often used interchangeably.

Principles

1. Francis Jordan Catholic School owes a duty of care to its students.
2. Francis Jordan Catholic School aims to provide a supportive environment, which promotes respect for self and others, physical/emotional well being and positive mental health.
3. Bullying is often secret in nature and typically under reported.
4. Dealing with bullying and harassment requires a whole school approach with open and honest communication, within the school's Pastoral Care framework.
5. When bullying and harassment are ignored or overlooked, it serves to condone and reinforce the behaviour.

Processes

Francis Jordan Catholic School has set in place processes leading to an action plan. The processes involve the means by which the policy is translated into action and requires open communication between all parties.

The processes at Francis Jordan Catholic School will include the following.

- Identification of the needs of all parties
- Relevant information gathering
- Critical analysis of the information
- Systematic and appropriate sharing of information on a “needs to know” basis
- Management of sensitive information and confidential storage
- Collaboration with the school community

- Professional Development of staff and parents
- Identification of roles and responsibilities of students, staff and parents
- Development and publication of an action statement for dealing with bullying
- Intervention through the curriculum

Note – A number of the processes will be addressed through the use of resources such as ‘Friendly Schools Program – Bullying Intervention Project’.

Procedures

1. Action Statement

When a bullying incident occurs it should be dealt with immediately and tailored to suit the severity of the incident.

Step One:

- A. Ensure the immediate safety of the student who is being bullied
- B. Provide immediate mediation for the student who is bullied and the student who has engaged in the bullying, by allowing both parties an opportunity to address the issue and explain their actions, feelings and possible options. Mediation will be provided by the Assistant Principal, with all information related to the incident written up on SEQTA.
- C. The class teacher of the student who engaged in the bullying should be consulted as to whether this is an on-going incident with the same student who is bullied or on-going bullying.
- D. The student who engaged in the bullying is given an opportunity to apologise for the offence and give a guarantee that they will not repeat an act of bullying in the future.
- E. The student who has engaged in the bullying may receive a Blue Slip.

2. What to do when on-going bullying has been established.

- An ‘action plan’ will be formulated for both parties by the Assistant Principal, and on – going meetings will be held with the Assistant Principal, the student who was bullied and the student who has bullied the other.
- When appropriate, the parents of individual children identified as being involved in bullying will be contacted, and depending on the severity and repetition of the bullying may be asked to attend a ‘round table conference’ with the Assistant Principal.
- In severe instances of bullying, a formal punishment may be meted out e.g. detention or in-school suspension.

3. Bullying Intervention in the Curriculum

Teaching the Anti-Bullying Message in the Classroom

- Each year, teachers will program for a five-week Health program on Bullying Awareness and becoming resilient to bullies, at the commencement of Term Two.
- The anti-bullying message should be maintained throughout the year, as part of the Values component in the Curriculum Framework. The main resource to be used, among others is the ‘Friendly Schools Program’
- Years 4 & 5 will follow the ‘Friendly Schools Program’ specific modules, designed to be integrated into the Health & Physical Education Learning Area of the Curriculum Framework, in the middle childhood phase of development.

Organisation

- The school will follow the strategies and appropriate procedures as set out in the ‘Friendly Schools Project Whole School Manual’ PP37/39
- The whole school Bullying Policy will be communicated to staff, students and parents in a thorough and on-going manner (in-servicing, parent nights, Newsletters, assemblies etc.)

- In-servicing will be undertaken by all staff at Francis Jordan Catholic School when appropriate, with any new staff joining the school offered suitable Professional Development.

Resources

- Bullying- A Whole School Approach (Years 4-7)
- You Can Stop Bullying (Years Page 3)
- Friendly Schools whole school program

Reviewed: 2016

Due for review: 2019