



ST BERNADETTE'S SCHOOL

Student Bullying and Harassment Policy

Ratified by School Board on 2004

Reviewed 2016

St Bernadette's is a community alive with the values of Jesus

Respect Truth Love Justice Hope

We are an inclusive school creating an environment for success and happiness In life and learning.

Introduction

'Children and young people are our present and our future. They have the right to grow and to develop their full potential physically, emotionally and spiritually. That potential is their families' and communities' responsibility to nurture and fulfil'. South Australian Catholic Child Protection Council, Charter, 2006.

At St Bernadette's we believe that all human beings are created equally in the image of God. Through Jesus' words to 'do unto others as you would have them do unto you' and to 'love your neighbour as yourself, we are called to give witness to these Christian values.

At St Bernadette's we believe that everyone has the right to feel safe and to learn. Therefore we are committed to providing an environment in which students and staff and visitors feel safe. Everyone shares the responsibility for creating this environment and for following the procedures in this policy to maintain such an environment.

St Bernadette's School is guided by the Catholic Education SA " Policy for the Care, Wellbeing and Protection of Children and Young People" .

Definition

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.

Conflict or fights between equals or single incidents are not defined as bullying.

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age and/or disability and that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour or it may be a single act

Types of Bullying and Harassment

Physical

- fighting, kicking, pushing, poking, touching, gestures

Verbal

- name calling, put-downs, pay-outs
- offensive language
- slander (saying or writing offensive or untrue things about a person when that person is not present)
- threatening
- pressuring people to do things against their will

Social

- ignoring, excluding, ostracising, alienating,
- making inappropriate gestures
- offensive notes or graffiti

Psychological

- spreading rumours
- dirty looks
- hiding or damaging possessions

Racial

- making degrading comments or gestures about another person's culture, background or language
- calling someone names because of their race
- telling racial jokes
- deliberately excluding individuals because of their race

Sexual

- touching or brushing against someone after being asked to stop
- unwelcome staring, whistling, gesturing or making comments about someone's body, looks or clothing
- writing and distributing rude or unpleasant comments
- telling jokes or showing reading matter or pictures that are offensive
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Cyber

- using mobile phones, computers and other electronic devices and / or services to slander, tease, make offensive remarks about individuals or groups or to make threats to other people, post inappropriate images or to otherwise cause negative effects to the well being of others
- passing on images of others without their permission via mobile phones, internet or other electronic devices that cause negative effects to the wellbeing of others
- malicious SMS and email messages

Rationale

As a member of the St. Bernadette's school community you have the right:

1. To be and feel safe and to be treated with respect
 2. To feel included
 3. To be valued for yourself
 4. To be free from harassment
 5. To know who to go to for help
 6. To be listened to and be heard
 7. To know that steps will be taken to resolve problems or issues
 8. To be provided with information, learning opportunities and advice about bullying and how to manage it
- Every member of the school community has the right to be safe and free from the attempts of others to exert unjust power over them. Therefore everyone in the community has responsibilities that will contribute to a safe and productive environment.

Students

If a student feels that they are being bullied, or has witnessed bullying behaviour as bystander, it is expected they will:

- behave appropriately respecting individual differences and diversity
- tell the person to stop the behaviour
- support the person who is being bullied and request help from a teacher at the time of the incident
- report behaviour to class teacher or other staff member
- treat others with respect at all times
- be aware that if students have witnessed bullying behaviour as a bystander they are responsible for reporting the incident.

All Staff

- Listen and talk to the student/s involved
- Inform students' class teacher/s
- Mediate using Restorative Practices between bully and victim and help students develop a plan.
- For repeated offences, put negotiated consequences in place for the person who has been bullying others depending on the severity and seriousness of the bullying. These may include: time out, restricted play areas, counselling, and interviews with parents, suspension or exclusion as per the Personal Responsibility Policy
- Make reports to child protection agencies when necessary
- Follow-up with students re' the plan
- All staff record incidents of bullying on Inappropriate Behaviour Record: IMS (shortcut on desktop)
- Educate students about ways to build positive relationships and strategies to deal with negative behaviours e.g., Keeping Safe : Child Protection Curriculum, Programme Achieve, introduce/remind students about St Bernadette's Grievance Flowchart.

Parents and Caregivers

Support their children to become responsible citizens and to develop responsible online behaviour

If your child is being bullied or harassed:

- Stay calm when they tell you about it
- Be a good listener
- Affirm that they have the right to feel safe and that you will help them
- Contact the school as soon as possible. At a negotiated time, discuss the problem first with the class teacher and if necessary follow up with the Principal
- Plan an assertive, non-violent course of action towards bullying with your child
- Rehearse with your child ways of responding to bullying
- watch for signs of bullying – reluctance to go to school; unexplained injuries; extra hungry; unaccounted for money; moodiness; wanting lifts to and from the school
- If not your child, report to class teacher and child protection agency if necessary*

If your child is bullying or harassing others:

- tell them to stop
- talk to them about why bullying is unacceptable
- discuss alternative ways of getting their needs met

Intervention

At St. Bernadette's there are three elements used to address bullying and harassment

PREVENTION

- Teaching and modelling the Gospel values and Dominican Pillars in our school
- Identifying and defining the difference between conflict and bullying
- Planned teaching and learning linked to anti-bullying.
- Valuing diversity and teaching for and about diversity.
- Providing professional learning for all staff re anti bullying.
- Teaching students about problem solving, conflict resolution and anger management and resilient behaviours
- Using the keeping Safe – Child Protection Curriculum to teach about respectful and responsible relationships

INTERVENTION

- An acknowledgement that there are degrees of seriousness of incidents of bullying and responses cater for this range.
- Those responses are logical consequences to enable students to learn the appropriate social behaviours and provide an opportunity to restore positive relationships
- Implementing consequences for those who bully others as well as providing counselling to develop skills for self-management
- Teaching students of their responsibilities as contributors or bystanders.
- Responses will be age appropriate.
- Follow school and CESA policy on Bullying, Behaviour and Child Protection

POST- INTERVENTION

- Monitoring situations between the students to ensure that their safety and wellbeing are maintained
- Informing parents of strategies to prevent and deal with bullying.
- Reviewing and evaluating behaviour codes and policies.

SERIOUS INCIDENTS

Responses to incidents of high severity, with parent involvement include:

- Sanctions such as removal from the yard, loss of play, restricted play areas or assigned tasks.
- The implementation of CESA suspension and exclusion guidelines.
- Counselling for the target and referral to outside agencies
- Notification to Families SA.
- Notification to police.
- Negotiation with families to access CESA consultancy support services or Child And Adolescent Mental Health Services (CAMHS)

Mandatory Notification

Under Mandatory Notification Guidelines, all registered teachers, staff members, and volunteers are obliged by law to report neglect, sexual, physical or emotional abuse of young people who are less than 18 years old to the child Abuse Report Line (CARL) 13 14 78