



St John the Apostle
CATHOLIC PRIMARY SCHOOL, TARNEIT WEST

BULLYING AND HARASSMENT POLICY

2018

ST JOHN THE APOSTLE
CATHOLIC PRIMARY
SCHOOL

54 – 76 Kingbird Ave, Tarneit
West

Principal
Mr. Simon Dundon

Rationale

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.

Definitions

Bullying

"Bullying" is the repeated oppression over time of a psychological, physical or verbal nature of a less powerful person or persons by a more powerful person or group of persons. (Rigby & Slee, 1994)

"It is an imbalance of power, which causes stress not only at the time of attack, but also at the threat of future attacks." (Besag, 1989)

Harassment

Harassment is any type of deliberate, uninvited behavior 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 behavior could be verbal, non-verbal or physical and may include physical aggression, offensive jokes, comments or notes or unwanted touching.

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 exclusions and isolation
- Psychological: Includes extortion, threats, blackmail, phone bullying or cyber bullying

Aims

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

All members of the St John the Apostle Catholic Primary School 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. Reports should be made to an appropriate person, such as the Principal, Deputy Principal, etc. Passive bystander behavior will not be accepted.

Implementation

- Reported incidents of bullying or harassment will be investigated, documented and monitored
- The Principal, classroom teacher and Student Wellbeing Leader will be informed
- Victims 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 behavior. However, appropriate consequences will be applied when necessary
- Open discussion (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 behavior
- Where appropriate, parents of both parties will be kept informed
- When necessary children will be referred to professional counselling
- The staff of St John the Apostle Primary School will deal with any alleged harassment/bullying complaint seriously, sympathetically, promptly and confidentially
- In case of cyber bullying all school online access rights will be suspended to allow the procedures outlined above to take place without further incidences occurring
- Harassment incidences of a serious physical nature may result in parents being contacted to collect their child

Continuing Behaviours

Should a student continue to re-offend, the staff will refer to the "Pastoral Care of Students" CECV policy guidelines for dealing with serious offences.

Adult Offenders

Should the bullying and/or harassment behavior be perpetrated by an adult, then the process listed in the "CECV Guidelines for Dealing with Harassment" (2002) will be

implemented. CEOM Policy 2.15 Sexual Harassment Policy will also be used as a guide to managing harassment complaints.

Evaluation

This policy will be reviewed to ensure it adheres to current Child Safety Standards, as part of the school's four-year review cycle.

References

1. CEM [*Policy 2.26, Pastoral Care of Students in Catholic Schools*](#).
2. Ministerial Order No. 870 *Child Safe Standards*
3. Child Safe Standards - Department of Education and Training Victoria
4. The National Safe Schools Framework