



# St Joseph's College

## COOMERA

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*Courage to Love, Learn and Serve*

# ANTIBULLYING & HARRASSMENT POLICY



## Principles

The following principles reflect our Vision, Mission and Relationships Policy which underpin our processes and procedures in dealing with matters of bullying and harassment:

- The approach will be pastoral, aiming at resolution, deserving of justice, compassion and forgiveness, and taking the safety of all students into consideration.
- The focus of the process will be educative and promote personal growth and supported by year level specific programs and strategies.
- The process will be consistent from Prep-12, taking into account age and individual needs.
- Appropriate levels of communication to stakeholders will be maintained with respectful confidentiality.
- Incidents of unacceptable behaviour will be documented and monitored, and this procedure will be consistent across our campuses.
- Consequences will take into consideration the circumstances of the stakeholders and the maintenance of a safe campus.

St Joseph's College does not tolerate bullying or harassment in any form. All members of the College community are committed to ensuring a safe and caring environment that promotes personal growth and positive self-esteem for all.

## Rights & Responsibilities

A "RIGHT" belongs to me. We ALL have the same rights. There are NO rights without responsibilities. "RESPONSIBILITIES" are things that I should do without being told - some things for others, some for myself.

### **RESPONSIBILITIES ensure everyone's RIGHTS**

#### **RIGHTS**

- Each person has the right to be safe and free from harassment and for his/her property to be safe.
- Each person has the right to learn.
- Each person has the right to be happy and enjoy our College.
- Each person has the right to have a pleasant, healthy and safe environment.
- Each person has the right to be in a College well regarded in the community and, as students at the College, each person has the right to be treated with respect and understanding.
- Each person has the right to express concerns through appropriate channels.

#### **CORRESPONDING RESPONSIBILITIES**

- Respect all people, personal property and others' rights; observe safety rules; report bullying, harassment and/or theft.
- Remain focused on my learning; do not disrupt the learning of others.
- Respect and protect others' rights to the same happiness and enjoyment.
- Care for the College environment; avoid unhealthy and dangerous practices.
- Behave in a way that reflects well on themselves, their family and the College; be polite; show appreciation; treat all with respect and understanding.
- Contribute positively to decisions.



## Our Common Procedure

All reported incidents of bullying or harassment are taken seriously and will be investigated. Reported incidents may come from parents, students, staff and friends of the College.



## Definitions

**Bullying** is deliberate, hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. Bullying can be physical and/or psychological and take the form of face to face, over electronic and/or telecommunications mediums or through other written forms.

**Harassment and intimidation** are forms of bullying, usually non-physical in nature, where a person is repeatedly treated badly by a stronger group or individual owing to membership of a social group (racial, religious, sexual).



## Examples of Bullying

- **Verbal:** put-downs, name-calling, teasing, gossip, hurtful phone calls, racist remarks, threats.
- **Physical:** hitting, kicking, pushing, holding, tripping.
- **Emotional:** unreasonable and continued exclusion from a group, taking or damaging property, spreading rumours by verbal, written or electronic means.
- **Cyber:** text, emails, chat rooms, blogs.

Our stated principles lead us to consideration of the following in determining outcomes that align with our Vision, Mission & Relationships Policy.

### Matters for Consideration

- Future safety of students and staff.
- Occurrence and frequency of previous serious incidents.
- Severity and significance of the incident.
- Signs of remorse.
- Previous strategies/support in dealing with incidents involving the student(s).
- Individual and family circumstances that impact on the student. These may provide an explanation, but not an excuse.

**Minor Incidents:** Verbal banter, Teasing (one off), Physical jostling

**Consequences may include:** Reminder and/or verbal correction. Withdrawal, detention, or an imposition. Mediation between parties.

**Significant Incidents:** Wilful physical harm, Wilful property damage, Continued harassment, Intimidation, Unfair and continued exclusion from a group, Sexual harassment, Spreading rumours, Cyber bullying.

**Consequences may include:** Mediation between parties. Personal reflection and apologies. Parent contact. Interview. Withdrawal from classes/ playground. Undertake counselling or bullying education program. Detentions. Suspension - internal or external. In the most extreme circumstance there may be need for Police Involvement and/or recommendation to the Executive Director of Brisbane Catholic Education to terminate enrolment.

## POLICY: Recordkeeping

Version	Anti-Bullying & Harassment Policy Final V1
Audience	SJC Employees, Parents, Students
Directorate	St Joseph's College, Coomera
Policy Owner	Paul Begg
Policy Manager	Laura Fynn
Policy Author	Laura Fynn
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