EMMAUS
CATHOLIC PRIMARY SCHOOL

Student Anti Bullying and Harassment Policy

Rationale

Emmaus Catholic Primary School has a duty of care to its student and the school community to provide a safe and supportive learning environment. The school values and promotes positive social behaviours and practices that are based on the Catholic ethos of love, respect, compassion, tolerance, forgiveness, repentance, reconciliation and justice for all.

Definitions

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). Types of Bullying include:

- Verbal Includes use of abusive language, name –calling, spreading rumours, put downs.
- Written includes writing about, graffiti or sending notes (including email and electronic forums) that are derogatory.
- Physical Includes kicking, biting, hitting and other forms of violence, destruction of property, and damaging or hiding of others' belongings.
- Social Includes exclusion and isolation.
- Psychological Includes extortion, threats, blackmail, phone bullying and cyber bullying,
- Cyberbullying is bullying that employs the use of technology such as the Internet, a mobile phone or a camera to hurt or embarrass someone.

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

Policy Statement

All students at Emmaus Catholic Primary School community have the right to feel safe and secure at all times and therefore bullying (including cyber bullying) and harassment in any of its forms will not be tolerated.

Principles

Emmaus Catholic Primary School:

- upholds everyone's right to feel safe from bullying and harassment at school

- creates a safe, caring, respectful and supportive school culture which promotes positive relationships
- articulates high expectations of all members of the school community to value diversity and treat all individuals with respect, fairness and dignity.
- Implements a school-wide approach to deal with and educate students on bullying (including cyber bullying) and harassment in a consistent and systematic way. This includes developing student skills in reflecting on their own behaviours to build their capacity to interact positively with others.
- provides effective leadership which is alert and proactive in developing strategies to manage and prevent bullying and harassing behaviours
- provides staff with appropriate professional learning to keep abreast of evidence-based strategies
- uses relationship-based education such as cooperative learning and problem-solving to implement curriculum
- regularly monitors and evaluates the student anti-bullying and anti-harassment policy procedures and practices.
- provides accesses to the Anti-Bullying and Anti-Harassment Policy via the school website

Implementation

- Staff will be informed of the student anti-bullying and anti-harassment policy as part of induction and at staff meetings. Professional learning will be provided to continue to build staff capacity to respond to student bullying and harassment and the implementation of evidenced–based strategies for positive social behaviours.
- Awakenings (CEOB) Religious Education program is critical in promoting an understanding of a Catholic perspective and expectations on positive social behaviours. This perspective will be integrated into all curriculum strategies and in dealing with any disciplinary consequences to support and educate students on bullying and harassment.
- All complaints of bullying or harassment will be heard in confidence and taken seriously and will be investigated while respecting confidentiality (Refer to Prevention Levels and Consequences).
- Preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving are implemented across the school.
- The Positive Behaviour Intervention and Support (PBIS) program is implemented from Prep- Year 12.
- Teachers are expected to be organised within their classrooms and consistently reinforce school and class norms
- Teachers respond appropriately to student concerns for safety and that the behaviour is the focus of the process in investigating and considering any consequences.
- Student voice and leadership is encouraged through student council and feedback on learning and safety in the school environment.

- Strategies such as social skills programs, Buddies, Peer Mediation, Peer Tutoring will be implemented as required.
- The school will promote inclusiveness through its learning and teaching strategies, positive student-teacher relationships and engagement of families in student learning to promote a safe and supportive environment.
- The school will promote the positive use of technology, incorporate safe technology use and rules, and inform students of potential personal safety issues.
- Disciplinary consequences for bullying (including cyber bullying) and harassment will comply with the school's Behaviour Management Policy and the BDSAC Positive Behaviour Support Guidelines and includes processes for serious/major or consistent offences.

Responsibilities

- All members of the Emmaus 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. Passive by-stander behaviour will not be accepted.
- The staff of Emmaus Catholic Primary School will deal with any alleged harassment/ bullying complaint seriously, sympathetically, promptly and confidentially.
- Reports should be made to an appropriate person, such as the principal, occupational health and safety leader or class teacher.
- All allegations and reports of bullying and harassment incidents will be documented.
- The occupational health and safety leader is responsible for coordinating the documentation of bullying and harassment incidents.
- The leadership team and the occupational health and safety leader will be responsible for analysing bullying and harassment incident data and making recommendations to staff to improve policy, procedures and practices.
- Classroom teachers will implement safety in the environment surveys as directed or according to an identified need.

Prevention Levels and Consequences

Primary Prevention at Emmaus will include:

- programs that promote resilience, life skills and protective factors.
- curriculum provision of the essential knowledge, skills and behaviours students need as described in Health and Physical Education, Personal and Social Capability and Civics and Citizenship
- discussions at the beginning of the school year, and repeated as needed, clarifying with staff, students and parents their responsibilities in regard to preventing and reporting bullying and harassment, and the process the school uses when bullying (including cyberbullying) and harassment is reported
- ensuring that learning experiences are inclusive of all students
- adherence of staff and students to actively promote the stance of no put-downs.

- informing the school community about all elements to the school's approach and are regularly reminded and encouraged to report any problems such as through school newsletter.
- providing students and parents information on cyberbullying

Early Intervention at Emmaus will include:

- encouraging students to report bullying or harassment incidents upon themselves or others
- classroom teachers regularly reminding students to report incidents, and emphasise that reporting is not dobbing
- providing students with strategies if they were to be bullied or harassed or witness someone who is bullied or harassed

Intervention Procedures at Emmaus School includes:

- Students or staff are to immediately notify the Health and Safety Leader who will initiate the process of response.
- Once identified; bully, victim and witnesses are spoken with individually, and all incidents and any follow up are fully documented. Throughout this process the dignity of each person is to be respected and will follow procedural fairness. The Health and Safety Leader is responsible for monitoring and maintaining this documentation.
- In the case of cyberbullying, the school may be required to contact website or phone providers or individuals requesting information to be removed or contact the police. Victims will be directed not to respond to cyberbullying and will be assisted in improving safety procedures such as changing passwords.
- Parents will be contacted and meetings will be arranged as required.
- Resolution may also include a restorative justice process that promotes each person taking responsibility for their own behaviour in order to move forward.
- Ongoing monitoring of identified bullies and victims. When necessary students will be referred to professional counselling.

Consequences of bullying or harassment at Emmaus School may involve:

- exclusion from class or specific activity/event for a set period
- exclusion from the yard for a set period
- having privileges withdrawn for a set period
- development of an individual positive behaviour management plan for a set period of time, which provides immediate consequences for any breaches and is reviewed regularly. The Plan will be communicated and discussed with student's parents who will be expected to support the implementation.
- referral to the school Behaviour Management Policy and BDSAC Positive Behaviour Support Guidelines for dealing with serious offences if a student continues to re-offend. This could involve a student being suspended, or in extreme cases,

implementing an assisted-transfer to another school or expelled. It is important that the procedures are appropriately followed for serious offences.

Communication

The Behaviour Management Policy in conjunction with this policy is discussed with staff, students and at parent meetings at the beginning of the school year. It is reviewed on a regular basis throughout the year to ensure consistency in its application. Incident data also will be analysed regularly. This policy is on the school's website and communicated to parents through the school newsletter and parent handbook.

Adult Offenders

Emmaus Catholic Primary School has a Safe and Sound Practice Policy: Adult Anti Bullying and Harassment which is in accordance with the *CECV Safe and Sound Practice Guidelines* and will be followed if an adult is the perpetrator.

Risk Management

The school develops strategies for risk management through identifying and mitigating areas of risk for maintaining a safe and supportive learning environment. This is recorded on the school risk management register. Incident data and student surveys will assist in identifying risks and will be reviewed regularly by the Risk Management Committee in collaboration with the Health and Safety Leader.

Related Emmaus Policies and Documents

- Pursuing Fullness of Life: Student Outcomes
- Duty of Care-Supervision of Students
- Digital Technology Policy
- Acceptable Use and Cybersafety Agreement
- Safe and Sound Practice Policy: Adult Bullying
- Behaviour Management Policy
- CECV Child Safety Commitment Statement