



## Anti-Bullying and Anti-Harassment Policy

### Rationale

In keeping with our Vision and Mission Statement we believe that all members of the school community (staff, children and parents) have the right to a learning and working environment free from intimidation, humiliation and hurt. We all share a responsibility to create a culture of caring which will not tolerate bullying. This policy builds on our schools and diocesan pastoral care policies and practices to provide clear and agreed procedures and strategies for ensuring bullying and harassment is at a minimum and support is provided for all involved.

### Definition of Bullying

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying. However, these conflicts are addressed and resolved.

### Behaviours that do not constitute bullying include:

- Mutual arguments and disagreements (where there is no power imbalance)
- Not liking someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence.

### The nature of bullying behaviour and harassment can be characterised by the following acts:

<b>Verbal</b>	-	put downs, name calling, teasing, gossiping
<b>Physical</b>	-	actual contact (hitting, tripping, pushing, holding, spitting)
<b>Social</b>	-	exclusion (isolating, hiding, ignoring, lying)
<b>Psychological</b>	-	interference with property of others (hiding, damaging, stealing), extortion (demanding favours or money), threats or intimidation (repeated staring, mouthing of words, gestures with hands, facial expressions)
<b>Written</b>	-	writing about someone, graffiti or sending notes that are derogatory (including the misuse of e-mail, social media, etc.)

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## Definition of Harassment

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
- Ability or disability.

It offends, humiliates, intimidates or creates a hostile environment. It may be:

- An ongoing pattern of behaviour or a single act
- Directed randomly or towards the same person(s)
- Intentional or unintentional.

## Responsibilities

Everyone at IHM is responsible for taking an active stance against all forms of bullying behaviour.

### The Principal will:

- Implement and regularly review the School Bullying Policy and Procedures
- With the support and cooperation of the Leadership Team and school staff, take appropriate steps to ensure that the school community is regularly made aware of the policy and procedures that are in place.

### Staff will:

- Act as role models of caring and inclusive behavior
- Listen to and respond promptly to reports of bullying
- Endeavour to protect the target of bullying from further harm
- Act to prevent the bullying behaviour where possible; maybe act to prevent (where possible)
- Provide strategies to the targets of bullying to empower them
- Mediate between the two parties when appropriate
- Utilise Restorative Practice principles in responding to bullying
- Report instances of bullying behaviours observed on the playground to the class teacher
- Record instances of bullying behaviours on the *Behaviour Incident* slip
- Report all instances of bullying to the Leadership Team
- Explicitly teach bullying awareness through specific classroom lessons.

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## Students who are bullied will be:

- Encouraged to use strategies to empower them to deal with the bullying
- Encouraged to speak to a teacher giving full details of the incident
- Encouraged to develop and speak to a trust network of teachers, friends, parents and caregivers.

## Students who witness bullying will be expected to:

- Intervene if they can **safely** stop the bullying
- Immediately seek teacher help if they can't stop the bullying
- Report all incidents of bullying to a teacher or other member of staff.

## Parents will:

- Listen objectively and sympathetically to reports of bullying
- Contact the school to arrange an appointment with the child's class teacher in the first instance
- Work with Leadership and teachers to move toward a solution
- Reinforce and practice the strategies that have been taught to the students.

## The School will:

- Conduct the CESA Pulse Survey every term to determine the extent of bullying in the school from a student perspective
- Organise special days each year, to celebrate and foster inclusivity and diversity, such as Harmony Day, Reconciliation Week, VIP Day
- Organise and participate in liturgies and assemblies where the value of the individual is affirmed and the importance of qualities such as compassion, kindness, reconciliation, tolerance, respect, honesty and justice are encouraged
- Provide activities which develop a culture of caring for one another and acknowledging the worth and contribution of others which helps develop compassion
- Make appropriate provision of counselling or recommend other support services
- Make provision of support for parents through information nights and support networks
- Purchase classroom resources to support the creation of a school culture of Anti-Bullying
- Emphasise the development of social competencies through social skills programs in each year level including, What's the Buzz, Be You and the Australian Child Protection Curriculum
- Inform parents of any child who is involved in persistent and/or serious bullying incidents
- Protect and support targets of bullying to eliminate the likelihood of them being bullied again
- Work with parents of the child to establish joint strategies to assist the child making appropriate behavioural choices
- Assist the child who is choosing to bully someone to change his/her behaviour
- Should there be no change in his/her behaviour, the child may be removed from the community (playground/classroom/school) in accordance with school and CEO policies for a period of time. A restorative justice agreement shall be made before returning to the community.



## Anti-Bullying or Harassment Flow Chart

