



STUDENT BULLYING AND HARASSMENT POLICY

CONTEXT

St Paul's College, as a Catholic school in the Edmund Rice tradition, contributes to the development of young people through education and their formation in Christian virtue and conscience. The school aims to demonstrate the Church's commitment to the dignity of the individual, particularly by being called to relationship in community. We believe in the inestimable worth of every human individual, for each made in the image of God and is a reflection of God's goodness. Motivated by the love of Christ and with Him as our guide and model, we strive to live out His call to love one another as He loves us (John 15:12). Each person therefore has a right to feel safe and comfortable, and each person has the responsibility to show respect for themselves and for others.

PRINCIPLES

- Bullying and harassment do not accord each individual the dignity inherent in their humanity as being made in the image of God;
- Bullying and Harassment is unacceptable and can be illegal;
- Each person at the college has a right to feel safe and be free from bullying and harassment;
- Each person at the college has the responsibility to show respect for themselves and others;
- The college aims to contribute to the development of young people through education and their formation in Christian values;
- The college does not accept bullying and harassment and its response to those involved will be informed by the principles of justice, reconciliation and subsidiarity.

PROCEDURE

Bullying and Harassment are unacceptable and St Paul's College is committed to creating an environment and community wherein bullying and harassment are not tolerated, and where students are taught the values and practice of respecting the dignity and well-being of all other individuals.

DEFINITION

Bullying and Harassment occurs when a person or group is intimidated, frightened, excluded, humiliated, hurt or discomforted by an instance or pattern of behaviours directed at them by others. Bullying and Harassment may be physical, verbal or emotional and can result in a loss of self-esteem and decreased social effectiveness for the victim. It can be direct or indirect, including via the use of technology, for example by mobile phone or internet.

EXAMPLES OF BULLYING / HARASSMENT, NOT EXCLUDING OTHER FORMS

- Pushing, hitting, physical assault, spitting, damaging the property of someone else;
- Using 'Put downs', sarcasm, name calling, ridiculing, threatening;
- Making rude or threatening signs;
- Demanding money, food or other belongings;
- Hurting friends by ignoring or isolating them, or by spreading rumours about them;
- Unwanted touching;
- Persistent movement of another person's property;
- Deliberately excluding someone due to achievements, personal appearance and abilities;
- Making derogatory, insulting, demeaning or mocking comments about a persons' sexuality race, culture, religious beliefs, ability, background, social or family status;
- Whistling, gesturing or making comments about an individual's body or physical appearance (sexual harassment);
- Spreading rumours about a person.



What happens if someone is bullied or harassed at school, or when in the care of the school.

Reporting an incident

If a student feels they have been bullied or harassed they should:

- Ask the person responsible to stop. Students are encouraged to seek the assistance of a staff member if needed at this stage.
- Report the incident to a friend, a Home Group Teacher or parent, or contact the Primary Leader of Pastoral Care, a Leader of House or the Head of Student Development. or write a note to the Head of Student Development.
- If a student, parent or other person, witnesses or becomes aware that, a student is being harassed or bullied they should:
- Report the incident to a teacher, (Home Group Teacher in the first instance), Primary Leader of Pastoral Care, Head of Primary, Leader of House or Head of Student Development.

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First response

- Once reported a designated teacher (Class/Home Group Teacher, Primary Leader of Pastoral Care, Head of Primary, Leader of House or Head of Student Development) will investigate the incident.
- Attempts will be made to resolve the incident, normally through a mediation process chaired by a designated teacher between parties involved.
- The incident will be documented on SEQTA, cross referencing the names of all involved on each student's file.
- Parents of all students involved will be notified.
- A resolution will be sought through restorative conversations between student involved and, facilitated by an appropriate staff member.
- In serious cases, a Subsequent Response may be a part of resolving a concern.

Subsequent response

- If harassment or bullying continues, the Primary Leader of Pastoral Care, a Leader of House or the Head of Student Development will be advised and a meeting will be held at which a formal agreement will be negotiated between students and parents.
- Depending on the school's judgement of the seriousness of an incident, the culpability of perpetrators and/or bystanders, or repeated incidents (third notification) of harassment or bullying, the Head of Student Development will issue a more serious consequence.
- Counselling and other avenues will be explored to assist the perpetrator to cease bullying.
- Continued Restorative Practices will be applied to reach a resolution.
- Failure to comply with College expectations regarding harassment or bullying, after mediations and meetings with all concerned, will result in the perpetrator's enrolment at the College being reviewed.
- In line with Our Common Ground, it is the responsibility of every member of the St Paul's community to create a safe environment free from bullying and harassment. Bullying and harassment can be actively or passively condoned by the presence of bystanders and silent witnesses, who will therefore be subject to the same processes of mediation, counselling or disciplinary response, as the perpetrator/s.



ST PAUL'S COLLEGE

All incidents of bullying and harassment will be documented:

- on the confidential SEQTA notes of each student involved, including any consequences.
- by copies of any correspondence being added to the relevant students' files

Parents of all students involved will be notified in the first instance and will be involved more formally in subsequent incidents.

Beyond school

Where bullying or harassment occurs in circumstances in which the school is not directly responsible for the care of the student/s involved, it reserves the right to respond in terms of the above procedures if it judges this appropriate in the interests and wellbeing of the student/s and of the College environment.

