



Anti-Bullying and Harassment Policy

POLICY STATEMENT

The dignity of the human person is the foundation of all Catholic social teaching and inherent to our education ministry. Consequently, the principle that the person is made in the image and likeness of God, is central to the mission of all our school communities. Essential to this is the creation and maintenance of a respectful, safe and supportive learning environment that promotes student wellbeing and enables school communities to engage an inclusive and diverse range of learners. In particular, it is vital that learning technologies are used ethically and responsibly in the school environment, so that communication is respectful and human dignity valued.

The prevention of and responses to incidents of bullying, inappropriate use of technology and disrespectful behaviour in schools is more readily achieved in a caring and supportive school culture that promotes positive relationships and reflects Gospel values. Bullying, cyber-bullying, harassment, aggression and violence disregard core values of our faith including dignity, respect, justice, equity, compassion, trust and courage. Importantly, such actions can adversely affect the wellbeing of students and are therefore unacceptable. All members of our school community are expected to prevent and challenge such actions in order to build respectful relationships that respond effectively and sensitively to the needs of each person.

GUIDELINES

Bullying is the intent to harm through physical, verbal, social, cyber and psychological means. Although there is no universal definition, there are three critical features that appear in most definitions. These features include:

- Repetition – repeated hurtful behaviour.
- Intent to harm – intention to cause physical, psychological and/or emotional harm.
- Power imbalance between the perpetrators and the victims – through differences such as physical size, strength, age or status within a peer group.

The College seeks to promote a culture in which the students will be encouraged to:

- A. take positive action to stop the bullying if they observe or are involved in an incident.
- B. report the bullying incident to a teacher as soon as possible. The College community will then endeavour to work with the students, and when appropriate the parents, to address the issue
- C. make it clear to their peers that bullying is not acceptable.

The College will seek to support this culture through:

- A. enforcing consequences to eliminate bullying behaviours
- B. informing the students about the consequences of bullying, through mediums such as teaching and learning programs, assemblies, newsletters etc.
- C. educational strategies that will enable the students, staff and families to embrace positive relationships.
- D. clear procedures for handling reported incidents of bullying.
- E. providing professional development for staff on current trends and strategies about bullying and harassment.
- F. regular monitoring of students' attitudes and perceptions towards the level of bullying in the College.
- G. the College will provide clear avenues for reporting incidents of bullying.

BASIS OF DISCRETION

It is always at the discretion of the Principal to take other actions as deemed appropriate in any given situation.



St Benedict's Catholic College, Oran Park

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SUPPORTING DOCUMENTATION

- This policy is supported by the St Benedict's Hands Off Policy, Sexual Harassment Policy, Child Protection Policy
- Student Diary: Discipline and Code of Behaviour
- CEODoW - Suspension Expulsion and Exclusion of Students Policy

POLICY RELEASE DETAILS

Reviewed by Policy Committee **Review Date** 10/10/2021

Approved by Michael Hanratty **Approval Date** 10/10/2018

Evaluation 3 years - 10/10/2021

Access Internal - Staff Handbook, Staff Server
External - SBCC Website

Date of Implementation 31/1/2019

Principal

Date: