



Dealing with Bullying, Harassment Aggression and Violence

St Brigid's Collie

Implemented: 2003
Reviewed: 2008, 2018, 2019
Next Review: 2022

1. Rationale

St Brigid's school is committed to providing a safe and caring educational environment which promotes the dignity of the person and aims to encourage the development of positive relationships between students to reduce all forms of bullying, harassment, aggression and violence. Bullying, aggression and harassment can have a detrimental effect on the spiritual, physical, emotional and cognitive wellbeing of person.

2. Definitions

Bullying is repeated, targeted behaviour, where a more powerful individual or group intentionally harm a less powerful individual or group. Harmful behaviours and intent to cause fear, distress or harm to another, may have a physical, verbal or psychological effect on others.

It may be:

- Verbal – teasing, using offensive names, ridiculing, spreading rumours.
- Non verbal – offensive notes, graffiti, email, text messages.
- Social – exclusion, ignoring, hiding, ostracising.
- Psychological – stalking, threatening looks, damaging possessions, threatening.
- Cyber – any form mentioned above carried out through electronic means (email, sms, phone calls, emails, social networking, web pages etc).

Bullying is not:

- Situations of mutual conflict, where there is an argument between students with no imbalance of power.
- Social rejection or dislike unless it involves deliberate and repeated attempts that causes distress.
- Single episodes of nastiness, random acts of unkind behaviours, or physical aggression, unless they become a pattern of behaviour.

Harassment is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. Harassment can be seen as a form of bullying (*taken from CEWA Policy Dealing with Bullying, Harassment, Aggression and Violence 2003*).

Violence includes incidents where a person is intimidated, threatened, physically assaulted or when property is damaged deliberately. It is an extreme use of force often resulting in injury or destruction.

3. Scope

This policy applies to St Brigid's School Collie.

4. Principles

4.1 Catholic schools are safe and supportive environments where the 6 guiding principles and 9 key elements of the National Safe Schools Framework are practiced.

4.2 St Brigid's School has a duty of care to their students. St Brigid's School provides supportive environments which;

- Act to prevent instances of bullying, harassment, aggression and violence.
- Encourage socially appropriate behaviour using positive behaviour management.
- Promote respect for self and others.
- Develop physical/emotional well-being and resiliency.
- Develop interpersonal skills and positive mental health

4.3 Bullying is viewed as a major breach of the school rules and behavioural expectations and therefore follow up action will align with St Brigid's Behaviour Management Procedures. Any reports of bullying will be investigated and appropriate action will be taken.

4.4 All bullying, harassment, aggression and violence shall be responded to. When bullying, harassment, aggression and violence are ignored or overlooked, it serves to condone or reinforce the behaviour. Bystanders (those who observe the bullying) can encourage or assist those who bully by simply doing nothing.

4.5 In discerning appropriate responses to bullying, the collective welfare of the school community will be balanced with in the individual needs of the student.

4.6 Bullying, harassment, aggression and violence may occur outside of school. When these behaviours impact on a student's learning and behaviour in school, St Brigid's will take actions to support the wellbeing of those involved.

5. Procedures

5.1 St Brigid's School will promote positive social health, mental health, safety and well-being and regularly gather information (through surveys) to gain an understanding of the extent to which bullying may be occurring.

5.2 Staff will reinforce the school's ethos and expectations in regards to the principles in this policy by;

- Maintaining a proactive stance towards the promotion of student safety and well-being.
- Helping students develop competencies to challenge bullying attitudes and behaviours in themselves and others.
- Ensuring claims of bullying, harassment, aggression and violence are speedily and constructively addressed according to school based processes.

5.3 All incidents of bullying, harassment, aggression and violence should be reported immediately to the class or duty teacher.

6. Roles

Students – will take steps to stop bullying, harassment, aggression or violence by challenging it directly or reporting it to an adult. Students will seek help from staff or parents when bullying, harassment, aggression or violence is experienced.

Parents – will support the school's policy on bullying, harassment, aggression and violence and work with the school in seeking a solution. Encourage their child to speak to their teacher, and inform staff as soon as they become aware of any incidents. Refrain from encouraging their child to repeat

or replicate bullying behaviour. Not approach other students (or their parents) against whom a claim of bullying, harassment, aggression and violence has been made.

Staff – will provide adequate supervision in classroom, playground and during transitions. Staff will follow school Behaviour Management Procedures and record incidences of behaviour on SEQTA. Staff will promote positive social health, mental health, safety and well-being. Staff are to report any concerns of bullying, harassment, aggression or violence to Admin for further investigation.

Leadership- will support staff in the investigation of any incidents and possible resolutions. Leadership will provide opportunities for staff professional development related to mental health, building resilience and positive relationships. Any incidents deemed to be bullying, harassment, aggression or violence will be recorded.

7. Resources

CEWA Policy: Dealing with Bullying, Harassment, Aggression and Violence

National Safe Schools Framework <https://studentwellbeinghub.edu.au/educators/framework/>