

BULLYING & HARASSMENT POLICY

Date approved	July 2011	Date amended	February 2015
Approved by	St Mary Star of the Sea College Board		
Author	Frank Pitt, Principal		
Responsible body	College Board College staff		
Supporting documents, procedures and policies	Australian Human Rights Commission <ul style="list-style-type: none"> ▪ Workplace Bullying: Violence, Harassment and Bullying Factsheet ▪ Lawstuff Australia – Bullying at school ▪ Findlaw Australia – Bullying at school ▪ College Handbook 		
Reference and legislation	Commonwealth legislation <ul style="list-style-type: none"> ▪ Disability Discrimination Act 1992 ▪ Human Rights and Equal Opportunity Commission Act 1986 ▪ Racial Discrimination Act 1975 ▪ Racial Hatred Act 1995 ▪ Sex Discrimination Act 1984 NSW State Policies <ul style="list-style-type: none"> ▪ Student Welfare ▪ Bullying, Preventing and Responding to Student Bullying in Schools ▪ Homophobia in Schools ▪ Anti-Racism Children and Young Persons (Care and Protection) Act 1998 National Safe Schools Framework Implementation Manual		
Audience	Public - accessible to anyone		
Date of next review	February 2017	Expiry date	November 2018

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1. PURPOSE OF POLICY

The purpose of this policy is to outline and provide a general guide on:

- providing a safe, secure and accepting environment for all students
- supporting the right of students to feel safe at school
- enabling students to function in an arena of safety, free from bullying and harassment
- providing students with information to assist them to deal with occurrences of bullying and harassment
- assisting parents by offering strategies to support their children if their child is being bullied or harassed.

2. DEFINITIONS

Child	A person under 18 years of age.
Bullying	Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power, by an individual or group towards one or more person.
Harassment	Harassment is behaviour that targets and individual or group due to their identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, economic status, age, ability or disability.
Discrimination	Discrimination occurs when people are treated less favourably than others because of race, religion, characteristics or abilities.
Violence	Violence is the intentional use of physical force or power, threatened or actual against another person that results in psychological harm, injury or in some cases, death.

3. APPLICATION AND SCOPE

This policy applies to students, parents, all staff, teaching and non-teaching permanent, temporary, or casual, executive members and the Principal and is to provide the principles to protect the rights of students and staff at St Mary Star of the Sea College. This policy informs and guides the practice and development of all procedures to ensure the College is a safe environment in which to grow and learn or work.

4. POLICY STATEMENT (PRINCIPLES)

The principles based on Gospel values, and the Benedictine Tradition provides for the protection of the rights of students and staff. In the Catholic tradition we believe we are made in the image and likeness of God. This does not mean we are all the same but rather different so as to reflect the infinite attributes of a loving God.

These principles reflect a respect for the dignity and value of each person and the establishment not only of a religious content but also a social context in which we relate to others.

Procedures have been enacted to protect the rights of students and staff. These procedures are available in the Staff Handbook.

Students, staff and families have a right:

- To respect their individual human worth, dignity and privacy
- To feel proud of their culture, religion and heritage
- To feel safe and live life free from abuse, neglect and/or exploitation
- To experience a sense of hope for the future
- To participate fully in the life of the community ie St Mary Star of the Sea College
- To have access to quality services, support, guidance and collegiality
- To religious freedom and practice.

5. RESPONSIBILITY OF THE BOARD

The Board will provide good governance and leadership by supporting the Principal in his responsibility to provide sound processes that take their origin in the Gospels, Benedictine Tradition and Catholic social teaching. Recognising that, "Each person is created in the image and likeness of God and has a God given dignity."

6. RESPONSIBILITY OF THE COLLEGE ADMINISTRATION

Where possible the Principal and leadership team utilise the principle of subsidiarity to ensure the processes developed are appropriate to maintaining the rights and protecting the rights of staff and students at St Mary Star of the Sea College.

The Principal and the leadership team will model the values upon which the rights of others are based, among these values are:

- Justice
- Respect
- Collaboration
- Compassion

The basic tenant is a belief in the value of each person and that each person is to be treated with dignity and respect, and working together to resolve the issue will be the strategy used.

7. RESPONSIBILITY OF STAFF

The staff has a responsibility to be respectful and inclusive of each other and the students. Further, the staff is to develop an understanding and appreciation of the students and their families and be sensitive to their individual differences and needs.

Staff should be aware of how to address complaints through the College grievance procedure. Should the need be such that further information is required it may be necessary to make contact with:

- Work, health and safety authority
- Australian Human Rights Commission
- The Union ie Independent Education Union
- Lawstuff for legal information especially for young people.

8. RESPONSIBILITY OF PARENTS AND CARERS

Parents should listen to the child, find out what has happened and who is involved. They need to provide the College with accurate information. Their child needs to know the course of actions that parents are taking.

Contact with the College should be as prompt as possible. Feedback to the parent should also be prompt. The College's course of action should be made clear to parents and student. Contact with the College should continue to ensure problems do not continue.

9. RESPONSIBILITY OF STUDENTS

The responsibility of each student is to communicate with parents and teachers and to actively support structures put in place to ensure the individual rights.

VERSION CONTROL AND CHANGE HISTORY

Version control	Date effective	Approved by	Amendment
1.0		Board	Initial adoption
2.0	June 2014	Board	Updated with reference to Australian Human Rights Commission documents
3.0	February 2015	Board	Reference and Legislation added. Rewording in Application and Scope. Addition to basic tenant in Point 6.