



Anti Bullying and Harrassment Policy and Procedure

SCHOOL VISION STATEMENT

Dominican School in partnership with families, is a community which creates opportunities for encountering life to the full – in all its personal, religious, ecological, and cultural richness. Dominican School is a welcoming Christ-centered community bound by the Dominican Charism – VERITAS.

RATIONALE

At Dominican School, the well-being of our students is of utmost importance. We believe that every student possesses the fundamental right to feel safe and respected within the school environment, devoid of any form of bullying or harassment. Consequently, any allegation of bullying or harassment involving a student or group of students will be promptly addressed with rigour, and the seriousness it deserves.

DEFINITIONS

Bullying

Bullying is defined as ongoing, unwanted, aggressive behaviour that involves a real or perceived power imbalance. This behaviour is often repeated or has the potential to be repeated over time. Bullying can take various forms, including:

1. **Verbal Bullying:** Saying or writing mean things, such as teasing, name-calling, inappropriate sexual comments, taunting, and threatening to cause harm.
2. **Social Bullying:** Hurting someone's reputation or relationships, such as leaving someone out on purpose, spreading rumours, or embarrassing someone in public.
3. **Physical Bullying:** Harming a person's body or possessions, such as hitting, kicking, pinching, spitting, tripping, pushing, or breaking someone's things.
4. **Cyber Bullying:** The use of digital devices to deliberately and repeatedly harm or harass someone through an online platform.

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 being nasty or social exclusion
- Isolated incidents or aggression, intimidation or violence

The above behaviours, although not bullying, still need to be addressed and resolved.

Harassment

Harassment is defined as behaviour that is demeaning, offensive, intimidating or humiliating to an individual that is unwelcome and often repeated. This can occur in person or online, and it may be a continuous pattern or an isolated incident. It can take various forms, including:

1. **Verbal Harassment:** This includes offensive jokes, slurs, epithets, or name-calling.
2. **Physical Harassment:** This involves physical assaults or threats, such as hitting, pushing, or other forms of physical intimidation.

3. **Social Harassment:** This includes actions like spreading rumors, public embarrassment, or social exclusion.
4. **Cyber Harassment:** This involves using digital platforms to send threatening or intimidating messages.

Harassment can create a hostile environment and significantly impact the well-being of the victim. It is important to address and prevent harassment to ensure a safe and respectful environment for everyone

Discrimination

Discrimination refers to the unfair or prejudicial treatment of individuals based on characteristics such as race, colour, national origin, sex, age, disability, or religion.

Violence

Violence refers to any behaviour that intentionally causes physical harm, psychological distress, or disrupts the learning environment. It may be provoked or unprovoked and can be a single incident, a random act or can occur over time.

Bystander

A bystander is someone who witnesses bullying or inappropriate behaviour, either in person or online, but is not directly involved in the incident. Bystanders can include students, teachers, staff, and even parents.

REPORTING BULLYING AND HARASSMENT

If you are bullied or harassed or know someone who is being bullied or harassed, please report it.

- ***Who to report to:*** Tell your parents and/or teacher, the Principal or the School Counsellor.
- ***How to Report:*** Inform a trusted adult (such as a Parent, Teacher, Principal, or School Counsellor) about where the bullying or harassment occurred, how frequently it has happened, and any actions you have taken to try to stop it.
- ***When to Report:*** Report the bullying or harassment to a trusted adult immediately after it happens. Ignoring bullying or harassment can lead to it worsening.

For severe and repeated cases of bullying and/or harassment, the Leadership Team must be informed.

IN SUPPORT OF THIS POLICY

The Principal will:

- Ensure the school collaborates with the community to implement a school-wide approach to bullying. This includes:
 - Developing, implementing, and periodically reviewing the school's policies and procedures.
 - Ensuring staff are trained, well-informed, and consistently adhere to the school's policies and procedures regarding bullying.
 - Educating students on positive social behaviours and how to maintain them.
 - Teaching students about bullying, its harmful effects, and the responsibilities of all community members to prevent it.
- Foster a safe and supportive school environment where all students feel accepted.
- Build and maintain trustful relationships between the school and families.

- Demonstrate positive interpersonal relationships when interacting with children, colleagues, and parents/caregivers.

The School will:

- Implement appropriate levels of in-class support.
- Document all relevant information in the CESA School Management system.
- Provide counselling services to all involved parties.
- Facilitate restorative meetings, when necessary, with the consent and agreement of all parties.
- Educate and inform students regarding the Policy and its implications.
- Administer and coordinate appropriate consequences.

Staff will:

Take bullying and harassment seriously and report/record as necessary.

For students staff will:

- Demonstrate positive interpersonal relations with children, colleagues, and families.
- Build trust with parents and carers.
- Consistently apply the school's bullying policies and procedures.
- Act promptly on reported or observed bullying in line with the school's policy and procedure when reported or witnessed. This includes:
 - Listen attentively to children reporting issues.
 - Investigate, document, and respond appropriately.
 - Inform and consult with school leadership as needed.
 - Notify parents/caregivers and develop a resolution plan.
 - Help children develop strategies to manage bullying- this includes trying to restore relationships between the students involved.
 - Provide feedback to all involved parties.
 - Create a Wellbeing Care Plan with the Wellbeing Leader and classroom teacher.
 - Facilitate restorative conversations, if appropriate and agreed upon, to promote understanding and rebuild relationships.

For colleagues, staff will:

- Try to resolve the issue by speaking to the person.
- Keep records of every incident.
- Speak to the school Contact Officer.
- Speak to the Principal.
- Lodge a Workplace Bullying and Harassment Complaint Notification

If the source is the Principal of the school, contact Catholic Education SA.

If staff need to talk to a counsellor, contact ACCESS Program (Employee Assistance Program- 1300 66 77 00)

Parents/Caregivers will:

- Promptly inform the class teacher or school leadership via phone, email, or in person if they suspect their child is involved in bullying.
- Collaborate with the school to address bullying issues in accordance with school policy.
- Monitor their child's behaviour for signs of bullying, such as reluctance to attend school, unexplained injuries, increased hunger, mood changes, disturbed sleep patterns etc.
- Assist their child in developing strategies to effectively handle bullying and interact respectfully with others.

Students will:

- Interact respectfully with others and adhere to the school's anti-bullying policy.
- Engage in and learn from anti-bullying educational teaching and learning experiences.
- Report any bullying concerns to a responsible adult.
- Develop and apply strategies to effectively address bullying.
- Fully participate in restorative processes to mend relationships.
- Avoid being a bystander to bullying.
- Refrain from supporting bullying behaviour by joining in or encouraging it.
- Assist those being bullied by seeking help from a teacher or distracting the bullies.

RELATED DOCUMENTS

- Bullying No Way! Website
- SACCS Policy for the Care, Wellbeing and Protection of Children & Young People 2011
- SACCS Building Respectful Relationships: Behaviour Education and Student Behaviour Support Procedure 2019
- SACCS Duty of Care Policy 2020
- SACCS Duty of Care Procedure 2020

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