



BULLYING AND HARASSMENT POLICY

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Preamble

John Septimus Roe Anglican Community School aims to provide an environment in which each student is personally involved and where each student can grow as a caring human being.

To this end, staff, students and parents have established a school community in which everyone feels valued and safe, where individual differences are appreciated, understood and accepted and where each person has the right to enjoy time spent at school as a student and member of staff. John Septimus Roe Anglican Community School is a school that does not tolerate bullying or harassment and where respect for others is expected.

1.0 Policy Aim

The aim of this Policy is to clearly state the values that underpin the School's approach to pastoral care and to provide clear guidance to staff members and students regarding the identification of bullying and harassment. This policy is specifically directed to ensuring the wellbeing of the student body. A separate policy exists for employees.

At John Septimus Roe Anglican Community School, each student is made aware of their responsibilities and rights as outlined in the Student Code of Conduct.

2.0 Purpose and Scope

- 2.1 This Policy should be read in conjunction with all other school policies relating to the pastoral care of students and the management of student behaviour contained in the Staff and Parent Handbooks and documents made available on SEQTA to students on these matters.
- 2.2 The Policy through the identification of bullying behaviour, whether or not on school property, seeks to contribute to the maintenance and development of a school community that is safe, supportive and where bullying is not tolerated.
- 2.3 The Policy is intended to ensure that every student participating at John Septimus Roe Anglican Community School is able to identify bullying behaviour and has recourse to support structures that can assist them to deal with bullying. Part of the identification process will be to develop an understanding of the difference between the use of inappropriate behaviours to resolve conflict as it arises from time-to-time in relationships and acts of bullying.

3.0 Application

- 3.1 **Students will receive age-appropriate instruction in the application of the Policy that will be couched to give the following messages and recourse to action.**
 1. It is a person's right and responsibility to report bullying, whether it happens to them or to someone else.
 2. Bullying is deliberate behaviour purposefully designed and intended to hurt, injure, threaten or frighten another person in such a way that a person feels that they cannot do anything about it.
 3. Bullying comes in many forms, including:
 - calling hurtful or racist names
 - being picked on
 - deliberately punching, hitting or bumping
 - teasing
 - spreading rumours about someone
 - mocking
 - repeatedly "putting down" someone
 - threatening

- deliberately ignoring and avoiding someone
 - taking or damaging property
 - encouraging others to do the same or on behalf of another person
 - Online trawling
4. Bullying is the deliberate and calculated:
- misuse of power
 - involves the use of uninvited aggressive words or actions and
 - is designed to be hurtful

3.2 **Students may be provided the following information regarding the actions to be taken if they are bullied:**

1. Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.
2. Go somewhere safe and seek help. Talk about it to someone they can trust and be reassured that there is nothing so awful that the student can't talk about it with someone.
3. Report it to a member of the teaching staff, Director of Pastoral Care or student representative because the School does not tolerate bullying.
4. Feel confident that any incident can be resolved satisfactorily.

3.3 **Students may be provided the following information regarding what to do if the student knows that someone is being bullied:**

1. Care enough to do something about it, whether it affects them personally or not and support those being bullied.
2. Understand that early intervention can defuse a situation before it gets out of hand.
3. Report it to a member of staff or student representative.

3.4 **A positive school culture will be maintained through providing students information regarding preventing bullying, including the following:**

1. Respect yourself and others.
2. Work to create a pleasant school environment for all.
3. Learn to tolerate and accept individual differences.
4. Read and support the School policy on bullying.

4.0 **General**

4.1 Students, teachers and parents will be reminded through literature, school publications, the Primary Class teacher, the Pastoral Care Group tutor, the Secondary Year Coordinators/House Leaders, Directors of Pastoral Care, Chaplains, the Executive Team and through the explicit teaching of and modelling of values that John Septimus Roe Anglican Community School opposes bullying and

- expects a high standard of behaviour at all times
- aims to provide a safe and caring environment for everyone
- uses this Policy for detecting, preventing and dealing with bullying
- is educating students about issues relating to bullying behaviour

and in so doing, continue to make John Septimus Roe Anglican Community School a safe place by not tolerating bullying and by not being a bully.

4.2 Parents will be engaged in the process by being reminded through publications and general forums of the School to:

Take an active interest

- in their child's social life, including online activity
- in what is happening at School

Encourage their child

- to communicate openly regarding their friendship groups
- to accept and tolerate differences in others

Build their child's self-confidence

- by recognising and affirming their positive qualities
- by valuing them for who they are

Discuss with their child

- the School's expectations about behaviour
- ways to respond if their rights are infringed

Encourage constructive responses

- all forms of bullying or persistent teasing should be reported
- retaliation of any kind will not solve the problem

Be alert to signs of distress, which may include:

- unwillingness to attend School
- dropping off in academic performance
- damaged clothes and frequent loss of personal property
- loss of confidence and uncharacteristic mood changes
- withdrawal from social activities

Take action:

- if their child is being bullied at the School, report it to the class teacher, PCG Tutor, Year Coordinator, Directors of Pastoral Care (Years PK to Year 12) or the relevant Associate Principal for the Primary (PK to Year 6), Middle (Years 7 to 9) or Senior (Years 10 to 12).

4.3 And to be reassured that reports of bullying will be taken seriously and followed up by the School.