

Mary MacKillop Memorial School

Anti Bullying and

Harassment Policy



Developed by: Staff and School Board

Notes:

1. All references to 'Staff members' include Administration Staff, Support Teachers, Teachers and Temporary Relieving Teachers.

Underlying Assumptions, Philosophy and Rationale:

We at Mary MacKillop Memorial School believe that:

- we are all created in the image of God
- we all have the right to feel safe
- we all have the right to feel a sense of belonging
- we all have the right to learn and work in a safe environment
- we all have the right to feel happy about who we are
- we all have the responsibility to keep ourselves and others safe
- we all have the responsibility to respect ourselves, others, and the property of others
- we all have the responsibility to restore relationships when conflict or harm has occurred.

Purpose/Aims:

Through the application of this policy, we at Mary MacKillop Memorial School aim to:

- respond to bullying and harassment, which includes: 'Repeated intimidation over time, of a physical, verbal or psychological nature of a less powerful person by a more powerful person or group of persons'
- frame the policy within the Vision and Mission Statement for our school. The vision identifies the Catholic school as a place which witnesses Gospel values. Therefore, we have an underlying belief of building relationships based on respect, responsibility, and restorative justice through reconciliation
- respond to any form of bullying and harassment in an informed and supportive manner. This policy contemplates bullying & harassment between students. Should a situation arise where a student is bullied or harassed by an adult this will be referred to the Principal.

Guidelines:

Types of Bullying and Harassment might include:

Verbal

- Name calling, put downs, pay outs.
- Offensive language.
- Slander (putting people down behind their back.)
- Teasing, making fun of others.
- Saying nasty things about others.
- Threats to "get" others.
- Pressuring people to do things against their will.

Sexual

- Inappropriate sexual comments.
- Touching or brushing against someone after being asked to stop.
- Unwelcome staring, whistling, gesturing or making comments about someone's body, looks or clothing.
- Writing and distributing rude unpleasant notes about someone.
- Telling jokes or showing reading matter or pictures that are offensive.
- Making comments about another person's sexuality.

Physical

- Fighting, pushing, shoving, gestures.
- Stand-over tactics, gangs, picking on others.

Racial

- Making degrading comments or gestures about another person's culture, background or language.
- Calling someone names because of their race.
- Telling jokes or showing offensive material.
- Deliberately excluding others because of their race.

Libel/Slander

- Spreading rumours or stories about someone or their family.
- Writing anything offensive or untrue about someone or about groups to which they belong.
- Offensive notes or graffiti about others.

Cyberbullying (Text Messaging, SMS)

- Threatening or offensive language.
- Put downs and/or pay outs.
- Teasing.
- Saying nasty things

In support of this policy:

The Principal will:

- provide clear guidelines and procedures to staff
- provide relevant professional development in bullying and harassment management
- ensure that the values of restorative justice are modelled and supported in all bullying and harassment incidents
- communicate with families in a sensitive manner

How the School will respond to those who bully or harass others:

- the school will counsel the student through Restorative Practice Approach to determine what is happening
- as soon as the school becomes aware of a student bullying & harassing another student parents/carers will be notified to discuss the situation and to determine a plan of action
- repeated episodes could instigate a special play program or internal suspension
- external suspension could follow if behaviour has not been modified
- review of enrolment conditions could occur if continued episodes occur.

Staff members will:

- respond to all bullying and harassment incidents using and modelling the values of Restorative Practice.
- listen to the student and take their concerns seriously. They will ask questions which include: What impact has this incident had on you and others? What do you think needs to happen to make things better?

- help the student to develop strategies to deal with bullying and harassment
- deal with the persons responsible for bullying & harassment in a restorative practice way and let the class teacher/parents/Principal/carers know
- ensure that relationships are restored between the students involved
- document significant incidences on SEQTA

Children will:

- adhere to the anti bullying and harassment policy
- ensure they communicate to a responsible adult their concerns if they find themselves or others being bullied or harassed
- learn to develop and implement strategies to deal effectively with bullying and harassment
- participate fully in a restorative process either in 1:1, group or circle time to restore the relationship(s) of those involved

If a student is being harassed at school:

- Initially ignore it and walk away
- Tell the person to stop. (You may need a friend to help you.)
- Tell them how the behaviour makes you feel
- Tell them it is a serious offence
- Tell an adult. Tell them exactly what happened and what steps you have taken. (You may need a friend to help you.)
- Tell your Class Teacher if the behaviour continues as the school will take all steps to work with you and your family to ensure your protection and well being.

If you are bullying or harassing someone at school:

- Stop! Harassment is not acceptable in our school
- Think of other acceptable ways to get what you want. You may need to discuss these with someone you trust

Parents and Carers will:

- work cooperatively with staff and students in dealing effectively with bullying and harassment issues
- promptly communicate to the school if they become aware of any bullying and harassment incidents involving their child at school
- support their child(ren) in developing strategies to effectively deal with bullying and harassment
- support the restorative practice approach

What Can Parents Do?

If your child is being harassed:

- stay calm and listen carefully when they tell you about it.
- affirm that they have the right to feel safe and that you will help them
- notify the school as soon as possible with the Class Teacher being the first point of contact
- plan an assertive, non-violent course of action towards bullying with your child
- rehearse with your child ways of responding to bullying
- watch for signs of bullying: eg reluctance to go to school; unexplained injuries; extra hungry; unaccounted for pocket money; moodiness; nightmares; wanting lifts to and from school

If your child is harassing others:

- tell them to stop. Talk to them about why bullying is unacceptable and discuss alternative ways of getting their needs met.

Implementation:

All staff, parents, carers and students will be made aware of and have access to the policy via the school newsletter and website.

Support Documents:

- SACCS Policy for the Care Wellbeing and Protection of Children and Young People
- Mary MacKillop Memorial School Development of Personal Responsibility Policy
- [Cybersafety: Keeping Children Safe in a Connected World](#)
- [Keeping Safe: Child Protection Curriculum](#)
- [Suicide Postvention Guidelines](#)
- [Responding to Problem Sexual Behaviour in Children and Young People](#)
- [Reporting Harm of Children and Young People Procedure 2020](#)
- [Intervention Matters?](#)

Resources:

N/A

Ratified by School Board on 27th October 2021

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