

## John Paul College Policy

# **BULLYING AND HARASSMENT**

## **RATIONALE**

To provide a safe physical, emotional, caring and inclusive environment for students, and to provide a workplace free from bullying and harassment. All bullying behaviour, including verbal, physical, emotional and cyberbullying is completely unacceptable in our school. All instances of bullying (alleged or observed) will be taken seriously and followed up in line with this policy.

## **DEFINITION**

For the purposes of this policy, bullying is defined as any behaviour towards an individual or group which is designed to intimidate or denigrate the social standing, in the eyes of others, or the self esteem of the individual or group towards whom the behaviour is directed. Such behaviour can be either active or passive and includes unreasonable exclusion and cyber bullying. Cyberbullying includes text bullying and bullying via the internet. This includes harassment which may take the following forms:

### **(a) Use of Social Media**

### **(b) Racial Harassment**

Racial harassment is any comment or behaviour of an offensive nature towards another which occurs by reason of the race, colour or ethnic or national origin of that other.

### **(c) Sexual Harassment**

Sexual harassment is behaviour of an offensive nature towards another which occurs by reason of the sex or sexual orientation of the other

## **PURPOSE**

- To have a whole school approach to ensure a safe school environment
- To provide for a safe emotional and physical environment in which to work.
- To enable students to achieve their potential free from the fear of others.
- To establish safe and fair procedures to deal with allegations of harassment or bullying.
- To educate the school community about the nature and implications of bullying and/or harassment.
- To take affirmative action against those causing the bullying so that it ceases immediately.

## GUIDELINES

1. Any person who considers they have been subjected to bullying and/or harassment is to report the matter to their form teacher, Dean, Counsellor or any teacher or member of staff.
2. Bullying and harassment are defined subjectively from the victim's perspective.
3. Any person who has witnessed behaviour, which they consider, was bullying and/or harassment is to report the incident to any teaching member of staff.
4. Any parent who believes their child has been subjected to bullying and/or harassment is encouraged to report the matter to the Form Teacher, Dean, Counsellor or any teaching member of staff in the first instance, and then to a Deputy Principal or Principal if not satisfied with the outcome.
5. Serious allegations of harassment or bullying may, as the case requires, be dealt with using the Discipline Policy (for students) or using the procedures under the Complaints Policy and the applicable Employment Agreement (for staff) or otherwise as the Principal and/or Board of Trustees directs.
6. Formal, on-going education about bullying and harassment will be taught within the Health and/or Religious Studies programmes, as well as awareness raising programmes for the staff and school community.
7. Guidance Counsellor/Deans/Deputy Principal Student Management will educate students on bullying/cyberbullying and what to do if it occurs.
8. Bullying surveys for every year level will be conducted annually and information received will be actioned by a co-ordinated response involving the Dean/Counsellor/Deputy Principal Student Management
9. The Guidance Counsellor will hold year level meetings to help educate (DVDs, etc.) on bullying/cyberbullying.
10. Victims of bullying and/or harassment are to be supported in all practical ways.
11. Bullying will be dealt with using the schools procedure under the Pastoral Care/Behaviour Management policies and procedures.

This policy is to be read in conjunction with other relevant Board Policies.

Ratified by Board

  
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Signed for B.O.T Chair

21.08.2018

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Next Review

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Signed for B.O.T

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