



St Brigid's School

Policy Document

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Anti-Bullying/Harassment Policy

1. Purpose

This policy for Anti-Bullying/Harassment at St Brigid's School is framed within the Vision Statement for Catholic Schools. St Brigid's is a school which advocates love, peace and learning. Every person in our community has the right, without exception to be treated with respect for individual dignity through inclusivity without distinction or discrimination on account of beliefs, race, colour, sex, religious, physical appearance or ability, national or social origin.

2. Scope

This policy applies to all students, staff, parents, contractors and volunteers at St Brigid's School.

3. Policy

The school is committed to:

-  providing a safe, respectful, and caring environment in which all students can develop spiritually, socially, and academically
-  providing guidelines to staff, parents, students, and volunteers for fostering and maintaining student management and countering bullying, violence, and harassment
-  providing logical and consistent procedures to be applied across the whole school
-  developing a system of shared understanding, common practices, and consequences for both bullying and harassment
-  ensuring a sequential and consistent approach to the identification and consequences of bullying behaviours
-  explicitly teaching anti-bullying techniques through the curriculum
-  identifying bullying behaviours and the role of the bystander
-  integrating explicit teaching, modelling, practice, and acknowledgement of social and emotional competencies as part of the core curriculum.
-  establishing, developing, and managing teaching and learning environments in which students learn to act with respect towards themselves and others and their environment
-  implementing behaviour related policies and practices that include both prevention and intervention practices
-  providing on-going professional learning opportunities for staff in social emotional related education

- 🏛️ responding to issues at the earliest opportunity, consistently and about the uniqueness of each situation, the stage of development of those involved and the opportunities for continued growth in developing personal and social responsibility.

4. Definitions

Definitions of Bullying and Harassment

Bullying: is one form of harassment and has been defined thus: bullying is repeated, unreasonable behaviour directed towards an individual or a group, that creates a risk to health and safety;

Repeated behaviour refers to the persistent nature of the behaviour and can refer to a range of behaviours over time

Unreasonable behaviour means behaviour that a reasonable person, having regard for the circumstances, would see as victimising, humiliating, undermining, and threatening

Sexual harassment is one form of harassment where the harassment is sexual harassment and a person must have engaged in unwelcome conduct of a sexual nature in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. Sexual harassment is more fully defined in section 28A of the Sex Discrimination Act 1984 (Cth.)

Bullying can be obvious and aggressive. Examples could include:

- 🏛️ abusive, insulting or offensive language
- 🏛️ behaviour or language that frightens, humiliates, belittles or degrades, including criticism that is delivered with yelling and screaming
- 🏛️ teasing or regularly making someone the brunt of practical jokes
- 🏛️ displaying material that is degrading or offending
- 🏛️ spreading gossip, rumours and innuendo of a malicious nature

Violence, assault, and stalking are extreme forms of bullying that constitute a criminal offence. Such behaviour should be reported directly to the police. Examples include, but are not limited to:

- 🏛️ harmful or offensive initiation practices
- 🏛️ physical assault or unlawful threats

Repeated refers to the persistent or ongoing nature of the behaviour and can refer to a range of different types of behaviour over time.

CESA means Catholic Education SA, including any School or CEO, as the context may permit.

Staff employees of St Brigid's School.

Parent/caregivers- The parent, guardian, or caregiver of a student (singular or plural).

Students – children that attend St Brigid's School.

Volunteer: A person who provides their services to the school free of charge, has completed Working with Children Checks and the school's volunteer induction requirements.

5. Supporting Procedures or Policy Support Documents

This Policy is to be read in conjunction with, and is additional to, any relevant South Australian Commission for Catholic Schools (SACCS), school or CEO policy, procedure or support document.

All Staff are required to comply with the provisions of any such documents, including the following:

- St Brigid's Anti-bullying/Harassment Procedures
- St Brigid's Responding to Bullying and Harassment in the Workplace Policy
- St Brigid's Responding to Bullying and Harassment in the Workplace Procedures
- St Brigid's Grievance Resolution Policy
- St Brigid's Grievance Resolution Procedure
- St Brigid's Development of Building Respectful Relationships Policy
- St Brigid's Development of Building Respectful Relationships Procedure
- Stop Bullying in SA: <http://www.stopbullyingsa.com.au/>
- ACCESS Ph. 1300 667 700 www.accesssa.com.au
- Stop Bullying in SA website: <http://stopbullyingsa.com.au/default.asp>
- Policy for the care, wellbeing and protection of children and young people

[http://www.cesa.catholic.edu.au/files/f/2626/Care Wellbeing and Protection of Young People.pdf](http://www.cesa.catholic.edu.au/files/f/2626/Care_Wellbeing_and_Protection_of_Young_People.pdf)

- Suicide Postvention Guidelines
<https://online.cesa.catholic.edu.au/docushare/dsweb/Get/Document-10668/Suicide+Postvention+Guidelines+cover+tabs.pdf>
- Protective Practices http://www.cesa.catholic.edu.au/files/f/18944/2017-0921-Protective_practices_final_WEB2.pdf

- Keeping Safe: Child Protection Curriculum

<https://www.education.sa.gov.au/teaching/curriculum-and-teaching/keeping-safe-child-protection-curriculum>

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:



Shannon Correll
Principal



Asmara Omar
School Board Chairperson

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