



# BULLYING AND HARASSMENT PREVENTION POLICY

**Next policy review:** 2019.

## ABSTRACT

As our Vision statement indicates, everyone in our community has the right to work, learn and play in a safe environment that is free from bullying and harassment. We believe that bullying and harassment in any form is a violation of a person's rights and will not be tolerated.

# BULLYING AND HARASSMENT PREVENTION POLICY

## Table of Contents

VISION STATEMENT .....	3
Statement of Beliefs: .....	3
What is Bullying? .....	3
Types of Bullying.....	3
What is not Bullying?.....	4
What is Harassment?.....	4
Declaration of Rights .....	4
Responsibilities .....	4
Procedures for Dealing with Bullying and/or Harassment Incidents:.....	5
Continuing Behaviours .....	5
Adult Offenders.....	5
Related School Policies .....	5

## VISION STATEMENT

Queen of Peace is a learning community  
that is Christ centered,  
valuing  
Our Faith, The Human Person, Justice  
and the pursuit of Excellence

We are children of God journeying together in our relationship with Jesus, alive in our world

We all have talents and capabilities that are nurtured in an environment that respects the dignity and worth of the whole person.

We welcome all people into a peaceful environment that empowers them to become proactive members of our global community.

We respect all people, in an environment that is just and free from discrimination and inequality

We value opportunities for learning and reflection that challenge us to aspire to individual excellence.

### Statement of Beliefs:

As our Vision statement indicates, everyone in our community has the right to work, learn and play in a safe environment that is free from bullying and harassment. We believe that bullying and harassment in any form is a violation of a person's rights and will not be tolerated.

### What is Bullying?

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

### Types of Bullying

Bullying may be:

- **verbal**  
Includes use of abusive language, name –calling, spreading rumours
- **physical**  
Includes kicking, biting, hitting and other forms of violence, destruction of property, and damaging or hiding of others' belongings...

- **social**  
Includes exclusion and isolation
- **psychological**  
Included extortion, threats, blackmail, phone bullying, cyber bullying...

### What is not Bullying?

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

### What is Harassment?

Harassment is any type of deliberate, uninvited behaviour that is considered unacceptable to the community. It may offend, embarrass and/or scare. It could be sexual or target people because of their race, religion, gender, disability, culture

Such behaviour could be verbal, non verbal, or physical and may include physical aggression, offensive jokes, comments or notes, or unwanted touching,

### Declaration of Rights

All members of our school community have the right to feel safe and secure at all times.

### Responsibilities

All members of the Queen of Peace school community have a responsibility to ensure that everybody feels safe and comfortable within our school by reporting all incidents of bullying or harassment as soon as possible, to an appropriate person, such as the Principal, Deputy Principal etc. Passive by-stander behaviour will not be accepted.

## Procedures for Dealing with Bullying and/or Harassment Incidents:

- Reported incidents of bullying or harassment will be investigated, documented and monitored.
- The Principal, classroom teacher, and Student Well-Being Coordinator will be informed
- Targets of bullying or harassment will be supported, to feel safe and protected and will be encouraged to develop assertiveness skills
- Bullies will be encouraged to develop positive social skills and to change their behaviour. **However** appropriate consequences will be applied when necessary (e.g. time out, loss of privileges, reparation, behavioural sheet...)
- Open discussion using our Restorative Practices framework, (facilitated by a teacher) between victim and bully will occur to empower the victim to speak up and encourage the bully to change their attitude and behaviour.
- Where appropriate, parents of both parties will be kept informed.
- When necessary children will be referred to professional counselling

The staff of QOP will deal with any alleged harassment/bullying complaint seriously, sympathetically, promptly and confidentially.

### Continuing Behaviours

Should a student continue to re-offend, the staff will refer to the “Pastoral Care of Students in Catholic School” CECV policy 2.26 - guidelines for dealing with serious offences.

### Adult Offenders

Should the bullying and/or harassment behaviour be perpetrated by an adult, then we will refer the Anti Bullying Policy (Workplace) for guidelines on how to proceed.

### Related School Policies

- Behaviour Support Policy 2017
- Wellbeing Policy 2016
- Restorative Practices Policy 2016