



SUPPORTIVE SCHOOL ENVIRONMENT POLICY

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Mission Statement

St Aidan's AGS strives to provide excellence in education, and a caring, friendly environment, where each individual, nurtured and shaped by the values of the Christian Faith has the opportunity to achieve her full potential and to develop a passion for life and for learning

Under the Anti-Discrimination Act of 1991, any form of harassment is unlawful.

Definition of Bullying

The word "bullying" is used to describe many different types of behaviour ranging from teasing or deliberately leaving someone out of a social gathering or ignoring them, to serious assaults and abuse. Sometimes it is an individual who is doing the bullying and sometimes it is a group.

Bullying is a form of harassment. It is a deliberate attempt to cause harm or pain to someone. This type of behaviour is unwanted, unwelcome, unsolicited and usually persistent.

Bullying behaviour is exemplified in many ways, including the following:

- Physical fighting, pushing, shoving, gestures or invasion of personal space
- Verbal name calling, offensive language, slander (putting people down behind their backs picking on people because of their race, gender or religious creed)
- Victimization stand-over tactics, picking on others, threats to "get people", where groups try to dominate others
- Electronic sending malicious e-mails, text messages, social media posts and messages
- Social exclusion, prejudice, gossip, spreading rumours

There are many types of harassment. This behaviour becomes harassment when you have said that it is unwelcome or unwanted and it does not stop immediately.

This policy should be read and applied in conjunction with the Computer Management Policy and the Student Protection Policy and Procedures 2015 document.

Rationale

Our school seeks to affirm each student's worth and dignity. Bullying strikes at the basis of these values and prevents students reaching for excellence in every dimension of life. Students are entitled to receive their education free from humiliation, oppression and abuse. Bullying has far-reaching implications for everyone in the School community directly and indirectly. It can damage the atmosphere of a class and even the climate of the School. Bullying is the misuse of power, position and privilege. It is done to intimidate, coerce, engender fear, to control.

Bullying is primarily experienced and perpetrated by students against other students. This policy extends to bullying behaviours experienced and perpetrated by staff, teachers and parents against any member of the School community.

This policy extends to bullying which is perpetrated by any student of the School, or bullying which causes harm to any student, staff member, teacher or parent of the School or which brings the School into disrepute. As is appropriate, the School will investigate and determine instances of bullying which occur outside of school hours and the school grounds. In investigating bullying matters which occur outside of the School's parameters the School does not consequentially extend

its duty of care towards the students involved. The School's involvement is limited to the matter contained in this policy.

The School will make all students, staff, teachers and parents aware of the policy. The School will, if deemed appropriate, counsel students, staff, teachers and parents on the bullying policy.

All reports of bullying will be taken seriously and investigated by the School. Victims of bullying will be supported. Incidents of bullying will be investigated by a group of staff who are responsible for the students involved; investigations will be supervised by the Principal. The School will keep appropriate records of all complaints received and investigations undertaken in respect of bullying and cyber bullying.

The School has discretion to address bullying incidents. Measures may include individual counselling of victims and bullies, mediation and/or a graded range of sanctions (verbal admonition, withdrawal of privileges, detentions, suspension, withdrawn or excluded permanently).

Instances of serious or ongoing bullying will be appropriately dealt with by the School through external consultation and advice from the School's lawyers, the School Council, the Queensland Police Service and the Department of Communities (Child Safety Services).

Bullying may result in criminal sanctions for bullies. The School will fully assist with any criminal investigation or prosecution against a bully. The School does not have capacity to make a criminal complaint on behalf of a student, but encourages students and parents to make a criminal complaint for serious, ongoing bullying.

Aims of Policy

1. To raise awareness and understanding of what bullying behaviour encompasses
2. To counter views that bullying is normal and acceptable
3. To provide a safe, secure environment for the school community
4. To create a supportive climate and break down any code of secrecy
5. To provide suitable counselling services and support all involved parties
6. To ensure a proactive approach to the management of bullying behaviour within the School community

Procedures

Action for Staff to take

1. Watch for early signs of distress in students.
2. Report all incidents or suspected incidents to the Year Level Co-ordinator or Dean of Students and Academic Welfare (7-9) or Head of Junior School.
3. Offer the target immediate support and help.
4. Include appropriate learning activities to counter bullying in your lessons, taking time to discuss this policy in year level, SEL or form time groups.

Action for Parents/Guardians to take

1. Watch for signs of distress in your child. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment has gone missing, etc.
2. Take an active interest in your child's social life.
3. If you think students from the school are bullying your child, contact the Year Co-ordinator or Head of Junior School/Dean of Students and Academic Welfare (7-9).
4. Talk openly and often with your daughter, listen to her concerns in an understanding way.
5. Contact the School for additional support and strategies that will help your daughter.

Action for Students to take

1. Students are encouraged to report all incidents of bullying to a trusted teacher or their Year Level Co-ordinator or Form Teacher, even if the student is not directly involved.

2. Students sometimes need support to deal with certain incidents that involve aggression and conflict resolution; therefore, they should speak with a member of the School's staff, in confidence.
3. Offer support to students who are being bullied and show the student/s doing the bullying that it is wrong and unacceptable.
4. Talk with your friends and foster healthy, positive relationships.

Action for the School to take if the investigation shows that the matter involved criminal liability, the school will:

- a) Advise the victim and their parents of their capacity to make a formal complaint to the Queensland Police Service;
- b) The School will assist fully in any Queensland Police Service investigation;
- c) If the victim or their parents are reluctant to pursue criminal liability, the School will formally advise the student and their parents of School's limited powers going forward to monitor the matter;

If the investigation shows that the matter involves civil liability the School will:

- a) Advise the victim and their parents to retain their own lawyers for independent advice if they wish to pursue the bully;
- b) If appropriate, instruct the School's lawyers for specific advices and the School's rights to pursue the matter; and
- c) Advise the School's insurance broker of the possible legal action;

Upon resolution of the complaint the School will:

- a) Counsel all students in the School's bullying policy, respecting the confidentiality of the victim and their complaint; and
- b) Reassess the School's Supportive School Environment Policy and the computer management Policy.

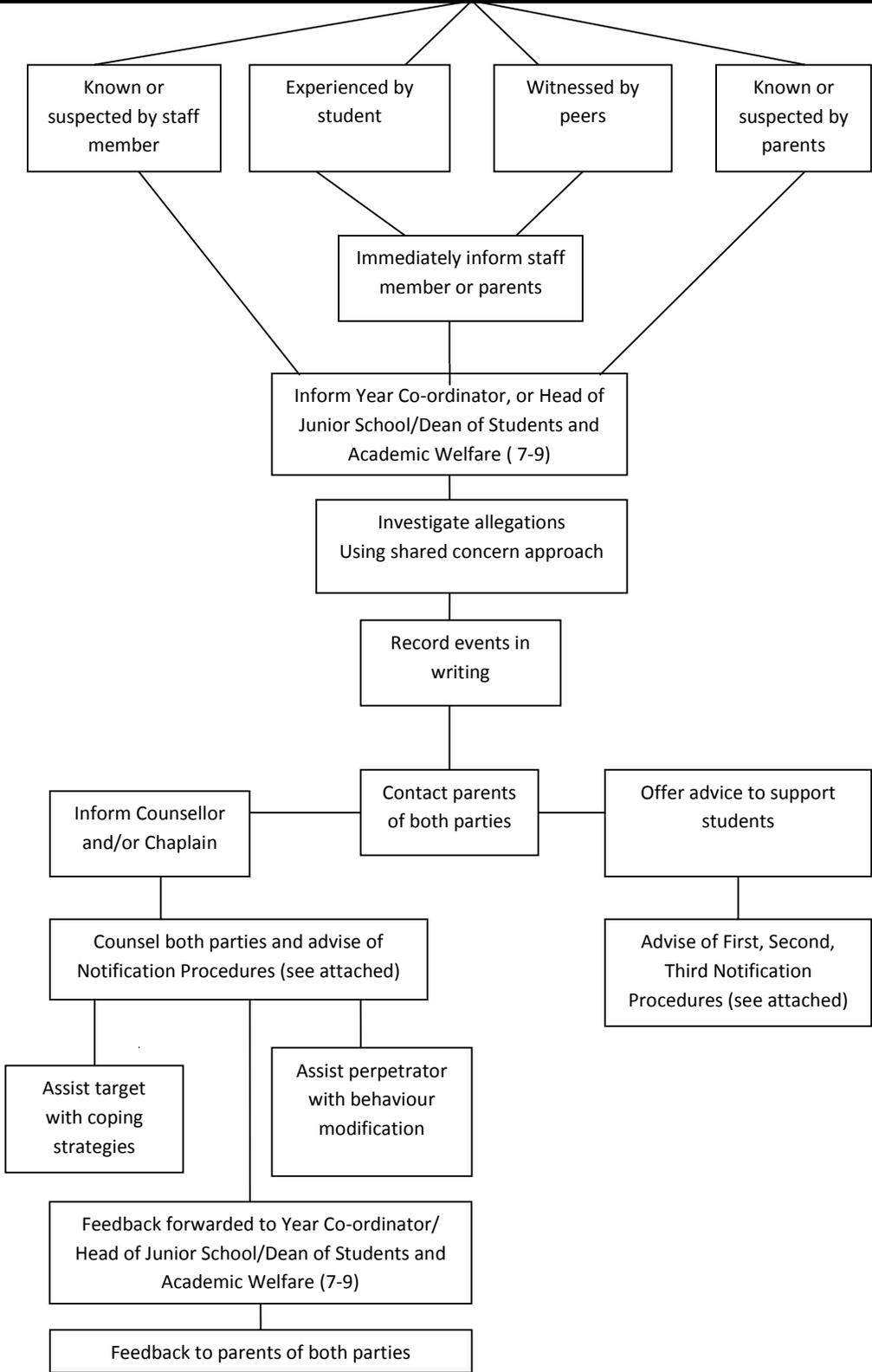
Related Documents

Student Protection Policy and Procedures 2015

School Community Code of Conduct

Computer Management Policy

ACTION TO BE TAKEN IN RESPONSE TO BULLYING BEHAVIOUR



Should the initial infringement be severe, at the discretion of the Principal, it may be appropriate to bypass First Notification Procedures and implement Second Notification Procedures.

CONSEQUENCES OF BULLYING BEHAVIOUR

FIRST NOTIFICATION

Behaviour clearly identified with student to ensure an absolute understanding of the issue using

Student given opportunity to respond

Student counselled on appropriate and acceptable behaviours, and a commitment to change is then expected

Situation monitored by teachers, counsellor/ Chaplain, Head of Junior School, Dean of Students & Academic Welfare (7-9), peer group

Legal implications of harassment clearly stated

Mediation between students arranged if appropriate

Student advised she is to inform her parents

School will contact parents and confirm this has been done

Consequences of subsequent infringement clearly stated

SECOND NOTIFICATION

Procedures for First Notification carried out

Meeting with parents, Counsellor, Chaplain, Dean of Students & Academic Welfare (7-9), Head of Junior School

Student withdrawn for up to one week

Re-entry into school negotiated with school, student and parents

Consequences of further infringement clearly stated

THIRD NOTIFICATION

Behaviour clearly identified with student to ensure an absolute understanding of the issue.

Student given opportunity to respond

Meeting with parents, Counsellor, Chaplain, Dean of Students & Academic Welfare (7-9), Head of Junior School, Principal

Legal implications of harassment stated

Student withdrawn or excluded permanently from school