



# DARAMALAN COLLEGE

## STUDENT ANTI BULLYING & HARASSMENT POLICY

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### Related Policies

Respect' Hands off' Policy

Pastoral Care Framework

Electronic Devices Policy

### Rationale

Daramalan College exists to proclaim and witness the love of God, and to make the Gospel values real in the lives of young people and their families. The Gospel values that characterise Pastoral Care at Daramalan are love, compassion and respect for every individual. Bullying and harassment are behaviours which are contrary to these values.

In the spirit of the MSC ethos the College aims to create an environment at Daramalan where each individual is valued. This environment can be created through a curriculum which emphasises social justice, a pastoral care system which cares for the needs of the individual, year camps and retreats and positive interaction between student/student and student/staff.

All students have the right to come to school to learn and to feel safe and happy. They also have the right to tell a person in authority and to expect the school to help them.

Our aim is to educate all students to deal with unacceptable actions, including bullying and harassment, in a constructive and acceptable manner

### Policy

1. Harassment and bullying behaviour of any kind is not tolerated.
2. Reported incidents of bullying and/or harassment are treated seriously and investigated impartially and promptly.
3. Confidentiality is maintained wherever possible.
4. Appropriate action is taken when required.

### Definitions

"Harassment is any unwanted or unwelcome behaviour where a reasonable person would have anticipated the possibility that the person harassed would feel offended, humiliated or intimidated."  
(Australian Human Rights Commission)

Harassment is unwanted and offensive conduct or behaviour by a person or persons directed towards another person based on an attribute protected under the *Discrimination Act 1991 (ACT)*,

2019 amendments, such as a person's age, gender, race, sexuality, religion or a disability. Harassment can be both physical or psychological.

This behaviour is unwanted, unwelcome, unsolicited and may be persistent or a one-off incident. It is the effect of this behaviour which makes harassment unacceptable.

"Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening." (National definition of Bullying for Australian Schools)

Bullying/Harassment can include such behaviours as:

**Exclusion:** deliberate isolation of an individual from a group with the intent to cause hurt

**Physical:** aggressive pushing, punching, fighting, or stand over tactics

**Psychological:** interference with personal property, denigration or mental hurt

**Sexual:** commenting on sexual preference and identity, gender and gender identity, body image, sexually explicit name calling, asking personal questions, making sexually explicit drawings designed to offend or insult and inappropriate touching

**Verbal:** name calling, racial vilification, crude language, slander, making derogatory comments directly or indirectly

**Victimisation:** threatening behaviour where individuals or groups try to dominate others

**Cyber Bullying:** sending cruel messages via any form of electronic device, taking inappropriate pictures, taking video without consent, sending inappropriate pictures or messages, threatening people online or inappropriate messaging

**Visual:** inappropriate gestures, offensive notes or graffiti and damage to personal property

## **Procedures and Responsibilities**

The House Coordinator or Pastoral Care Advisor (Pastoral Leader):

- investigate every reported incident of bullying/harassment
- intervene to immediately stop the continuation of bullying/harassment
- take measures to deter students from bullying/harassing any person in the future
- discuss with student/s options to help modify unacceptable behaviour
- encourage and protect those who support students who have been bullied/harassed and those who report incidents of bullying/harassment
- support a student's recovery from bullying/harassment by the use of mediation and restorative justice practices
- conduct follow-up interviews with students.

The staff:

- treat all incidents and complaints of bullying/harassment seriously

- are vigilant in looking out for incidents of bullying/harassment
- are aware of changes in student behaviour which might indicate that bullying/harassment is taking place
- report all bullying/harassment incidents, or concerns about bullying/harassment incidents to the appropriate Pastoral Leader after discussion with and gaining the consent of the student.

Daramalan College as a whole educate students to:

- understand that speaking up and acting against injustice and cruelty is the right form of action
- understand their responsibility as members of a community to support each other against injustice and cruelty
- develop mechanisms that encourage students and parents to inform a staff member about bullying concerns
- ensure students who report harassment are supported for taking action and are protected from retribution
- actively work to promote an ethos that supports our Mission Statement and this policy.

### **Consequences**

There are clearly defined consequences for harassment and bullying. Students who engage in harassment and/or bullying are made aware that there are serious consequences for any retribution against a student who has reported an incident, by themselves or others on their behalf.

**For Minor Acts of Bullying/Harassment** (verbal abuse, exclusion and malicious pushing and shoving)

- The student(s) responsible for the harassment/bullying are interviewed by the Pastoral Leader about the incident. The student(s) subjected to the behaviour are also interviewed (at a different time) at each step. A restorative meeting may occur between the students whenever possible.
- The incident is recorded on Synergetic by the Pastoral Leader. A formal warning is given and parents informed.

**For a Repeated Act of Minor Harassment**

1. The student alleged to have behaved inappropriately will be interviewed by the Pastoral Leader about the incident. The Assistant Principal Pastoral Care is informed by the Pastoral Leader. The student(s) who is the recipient of bullying/harassment are also interviewed. The student who bullies/harasses is spoken to about options available to help modify this behaviour. The student impacted by bullying/harassment is offered counselling. This can occur throughout any of these steps.

The Pastoral Leader informs parents of both parties. This information is recorded in Synergetic. The student found to have bullied or harassed another student may be required to attend counselling and will also receive consequences such as an after school detention.

2. Upon a third incident of harassment, the student/s found to have bullied or harassed another student will be interviewed by the Pastoral Leader and Assistant Principal Pastoral Care. They undertake counselling and with the other student's approval, attend

a Restorative Justice session. The subject of bullying/harassment are offered counselling and other avenues of support.

The student may be placed on Behaviour Support Level 1. Parents will be advised to arrange an interview with the Assistant Principal Pastoral Care and the Pastoral Leader before the student is allowed to resume classes.

3. If the student repeats bullying/harassing behaviour, an interview attended by the parent/s and student will be held with the Pastoral Leader and Assistant Principal Pastoral Care.

The student may also be suspended from school and move to Behaviour Support Level 2 or Probation. The student's parents need to arrange an interview with Principal, Assistant Principal Pastoral Care and Pastoral Leader before the student is allowed to resume classes. In this interview, it will be stated that if the student is involved in another bullying/harassment incident it may result in the student's enrolment being withdrawn.

A written agreement may be made between the student and the school. Parents, school counsellors, Pastoral Leader and the Assistant Principal Pastoral Care will be involved.

4. If the student bullies or harasses a student again, the student's enrolment may be withdrawn to ensure the safety and protection of other students at the school. Should this be the case, then the processes and procedures listed in the Education Act 2004, Sn 105 will be adhered to by the College.

**For Major Acts of Bullying/ Harassment** (eg: serious verbal and physical abuse, sexual harassment, racial vilification, cyber bullying and organized group harassment)

1. If this is the first time the student has bullied or harassed, an interview will be conducted by the Pastoral Leader and the Assistant Principal Pastoral Care. The student subjected to the behaviour will also be interviewed (at a different time) at each step.

The student may be suspended from school and placed on Behaviour Support Level 2.

The student's parent/s are required to arrange an interview with the Principal, and/or Assistant Principal Pastoral Care, and/or Pastoral Leader before the student is allowed to resume classes.

A Restorative Justice Session will be arranged, subject to the approval of the victim.

The student who is found to have bullied/harassed may be counselled about options available to help modify this behaviour. The student who was bullied/harassed will also be supported. This will occur throughout any of these steps.

2. If this is not the first time an act of bullying/harassment has taken place (a minor offence previously) the student will be interviewed by the Pastoral Leader and Assistant Principal Pastoral Care.

The student may be suspended from school. The student's parent/s will be required to arrange an interview with the Principal, and/or Assistant Principal Pastoral Care, and/or Pastoral Leader before the student is allowed back to classes.

The student will move to Behaviour Support Level 2.

3. If further incidents of bullying occur occurs under either point 1 or 2, the student may be suspended from school and be put on Probation. The student is interviewed by the Pastoral Leader and Assistant Principal Pastoral Care.

The student's parent/s are required to arrange an interview with the Principal, Assistant Principal Pastoral Care and Pastoral Leader before the student is allowed to resume classes. In this interview, it may be stated that if the student is involved in another bullying or harassment incident, this may result in the student's enrolment being withdrawn.

A formal written agreement may be made between the student and the school. Parents, school counsellors, Pastoral Leader and the Assistant Principal Pastoral Care will be involved.

4. If the student bullies/harasses again, the student's enrolment may be withdrawn to ensure the safety and protection of the other students at school. Should this be the case, then the processes and procedures listed in the Education Act 2004, Sn 105 will be adhered to by the College.

<b>Approved by:</b>	College Executive
<b>Contact Staff Member:</b>	Assistant Principals Pastoral Care
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