ST. THERESE SCHOOL
Anti-Bullying and Harassment Policy

St. Therese School is committed to providing a safe and caring environment and does not tolerate harassment.

WHAT IS HARASSMENT?

Harassment is continuous, deliberate and unwelcome behaviour, that makes other people feel uncomfortable or causes them physical or emotional pain.

TYPES OF HARASSMENT ARE;

PHYSICAL

- pushing, hitting, kicking, tripping, punching, scratching, slapping, pulling, strangling, biting
--threatening actions
- interfering with other people’s property
- touching in a way which offends or makes someone feel uncomfortable.

VERBAL

- name calling
- put downs
- degrading comments
- teasing
- spreading rumours
- obscene language
- making degrading comments about a person’s culture, religion, gender or social background
- shouting

NON VERBAL

- negative body language and looks
- making rude gestures
- invading people’s space
- writing and drawing offensive material
- condoning the harassment of others by laughing or failure to act
- deliberately excluding individuals or groups
- pressuring people to do something against their will
- hiding

STRATEGIES WE WILL USE TO DEAL WITH HARASSMENT

At St. Therese School we will;
- openly talk about harassment- what it is, how it affects us, and what we can do about it.
- teach our children the skills which will build their self esteem, and empower them to take responsibility for themselves, and give them the opportunity to practise these skills.

Responsibilities of Staff

As the staff of St Therese we will;

- model appropriate behaviours at all times
- deal with all reported and observed incidents of harassment
- ensure that the students are supervised at all times
- report incidences of harassment to the principal if warranted

Responsibilities of Children

Children are expected to;

- tell someone if they are being harassed or if they see someone else being harassed at school or on the way to and from school
- help someone who is being harassed if possible
- not harass others

Responsibilities of Parents

Parents are expected to;

- watch for signs that their child may be being harassed
- instruct their children to tell an adult if they are being harassed
- speak to their class teacher if their child is being harassed, or if they suspect that this is happening
- work with the school in seeking a permanent solution to harassment issues

To support the students, the school will;

- keep adequate records of all harassment incidents where warranted
- protect and support the victim of harassment and assist them in dealing with this in the future
- work with the parents of the victim to assist their child to avoid being harassed in the future
- assist the perpetrator to change his/ her behaviour
- provide individual counselling for the harasser with the principal/ counsellor when necessary
- work with the parents of the harasser to establish strategies for behaviour modification
- apply appropriate consequences for resistance to behaviour change and repeat offending

RESPONDING TO REPORTED INCIDENCES OF HARASSMENT

When a harassment issue is reported or observed, we will respond using some or all of the following actions;

- Talk to the child(ren) involved about the incident and remind them that such behaviour is unacceptable.
- Comfort the victim and communicate how he/she feels to the harasser.
- Establish that the harasser has understood the effect of their actions on the victim.
- Allow an opportunity for reconciliation and for the harasser to make a commitment to cease the offending behaviour in the future.
- Warn the harasser of the consequences of further incidences.
- Inform other relevant staff if necessary and note the incident in the Harassment Incident Folder.
- Monitor the behaviour of the children involved following the discussion.
- Separate the offending child if the aggression/ harassment is repeated e.g. sent to the “Planning Room”.
- Make an appointment to speak to the parents of the harasser if the harassing continues and ask for their cooperation in establishing strategies to prevent the child from further transgressions.
- Send the child to seek counselling from the principal/ counsellor if harassing continues and possible further consequences/ strategies e.g. exclusion from the playground or from the school for an extended period of time.

**We are responsible for ensuring that incidences of harassment are dealt with in a manner consistent with the policy and as soon as possible after it is reported or observed.**

**Evaluation**

**We will evaluate our policy during 2011;**

- Noting if there has been a reduction in reported or observed incidences of harassment
- Speaking to parents who have reported incidences to find out if the problem has been resolved

**Review**

**We will review the policy at the third school assembly each year by;**

- Reminding the students and teachers of our policy.
- Including a copy of the policy in the newsletter for parents and students
- Revising the classroom activities on harassment

**ATTACHMENTS**

Parent copy     - white pamphlet
Junior Primary Copy  – blue pamphlet
Primary copy    – green pamphlet
Harassment Incident Report form