



# Bullying & Harrassment Policy

At Star of the Sea School we believe that all human beings are created equally in the image of God. Through Jesus' words to "do unto others as you would have them do unto you" and to "love your neighbour as yourself", we are called to give witness to these Christian values.

At Star of the Sea School we believe that everyone has the right to feel safe and learn to the best of their ability at all times therefore we:

Treat ourselves and others with respect and dignity.

Work and play safely and co-operatively.

Care for and respect our environment and property.

## **What is Harassment?**

Harassment is repeated, deliberate and unwelcome behaviour

It is:

- not wanted
- not asked for
- not invited
- not deserved

It is done to try to upset someone. It can be done by an individual or by a group.

## **Bullying may look like.....**

fighting

pushing

kicking

hitting

spitting

pulling faces

tripping

ganging up

throwing things

damaging property

unsafe play

rude gestures

injury to a person

### **Bullying may sound like .....**

teasing	name calling
creating an argument	swearing
spreading rumours	telling lies
telling tales	threatening
getting back	bossing
screaming and shouting unkind jokes	
setting others up	put downs
drawing attention to weaknesses	
refusal to co-operate	

### **When you are harassed you can try to solve it yourself -**

Talk to someone you trust, they can help you to stop it!

### **At times .....**

There are some occasions when we should be corrected - when we are doing the wrong thing and when we need to be taught the right way of behaving.

### **ACTION**

#### **Grievance Procedure**

If you have been bullied/harassed you need to follow these 3 steps....

1.

Solve it by yourself eg ignore it and walk away

Stand up straight, look the person straight in the eyes and say 'stop, I do not like it when you .....

I want you to stop.

You may need to repeat this step

2. Seek the help of a friend

Your friend can say.... 'my friend doesn't like it when you ..... and he/she wants you to stop'.

3. Go to a teacher

Say how you have been bullied and what steps you have taken

Talk to a parent or any adult you feel comfortable talking with.

### **KEEPING IT TO YOURSELF ONLY MAKES IT WORSE!**

### **Harassment will not be tolerated at Star of the Sea**

All episodes of harassment which are reported to the school will be dealt with.

### **If you are harassing others**

#### **Step One**

Counselling and discussion with a teacher.

#### **Step Two**

- Counselling and withdrawal if appropriate from class or yard.

### **Step Three**

- Counselling and making plan for future behaviour.

### **Step Four**

- Interview with parents, principal and student.

### **Step Five**

- Internal suspension

### **OTHER STUDENTS**

If you are not being harassed, but are aware of others who are.....

- you can decide to do something about it and help to protect others.

### **How will the Staff respond?**

The teacher will:

- Listen
- Ask you about the steps you have taken
- Tell the bully that you want it to stop
- Find positive and constructive ways to deal with the bullying behaviour

**If harassment keeps on happening -**

**Keep on reporting!**

**Keep on telling!**