Policy Name	Anti-Bullying and Anti-Harassment Policy
Head of Policy	Headmaster
Policy Manager	Deputy Headmaster
Attention	College Students College
	Staff & Students Visitors
	and Volunteers
	Contractors and Third-Party Contractors
	External Education Providers and Third-Party contractors engaged at the College
	All persons on the College premises who in any capacity under the supervision of
	the College are in direct contact with the

Related Documents

Child Safeguarding Policies

Child Safe Code of Conduct

Child Safeguarding Code of Conduct

Code of Professional Conduct Policy

Complaints Handling Policy

Information and Communication Technology

Marist Schools Australia (MSA) Child Safeguarding Standards - A Framework for MSA-Governed Schools (the MSA Standards)

National Catholic Safeguarding Standards

shapes its values and priorities, from the gospel of Jesus Christ. The College seeks to be a safe, just, compassionate, responsive and inclusive place for all its students, employees, contractors and volunteers. The mutual obligations of its members are defined by Catholic social teaching, and all relevant laws and regulatory frameworks of the State of New South Wales and the Commonwealth of Australia.

The College policies are pursuant to Section 47 of the Education Act 1900. Under the Act, the NSW Education Standards Authority (NESA) is responsible for monitoring the compliance of non-government schools with the registration and accreditation requirements of the Act.

This policy must be adhered to by all staff, students, parents, volunteers, contractors, College community and pertinent external parties. The College may take disciplinary action in the event of non-compliance. It is a mandatory requirement for all persons to follow this policy.

St Joseph's College is committed to the safety and wellbeing of all students and to act in the best interests and to keep them safe from harm.

St Joseph's College recognises its duty of care to students to provide a safe and positive learning environment where individual differences and diversity within the College is respected and accepted. Bullying is not tolerated at St Joseph's College.

It is our policy that:

Bullying be managed through a -of-College approach involving students, staff and parents/ carers.

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Bullying is selective, repeated, uninvited behaviour. It can be psychological or physical in its intent, perpetrated by someone who is stronger physically or psychologically. Bullying is always deliberate in its intent.							
Harassment is any behaviour which hurts, threatens or frightens a person. It							

Stern warnings accompanied by a formal letter to the student and parents.

Consultation with parents.

Reparations for any damage caused.

Detentions.

Counselling and behaviour modification programmes.

Exclusion from privileges.

Referral to the Deputy Headmaster and or the Headmaster.

Suspension from College, resuming only on the condition that a formal contract is signed undertaking to cease all bullying behaviour.

Expulsion.

The following support services are available to students and staff:

Support lines and websites:

- o Kids Helpline 1800 55 1800 (https://kidshelpline.com.au)
- o Lifeline 13 11 14 (https://www.lifeline.org.au)
- o Beyond Blue -1300 22 4636 (https://www.beyondblue.org.au)
- o https://bullyingnoway.gov.au

Youth Liaison Officers and School Liaison are NSW Police Force members who are responsible for administering the Young Offenders Act 1997 (NSW). They are responsible for delivering cautions, referring children to youth justice conferences and implementing strategies to reduce crime by juveniles

Station. The Youth Liaison Officer can be contacted on (02) 9879 9699.

Solitoolstignison Police are NSW Police officers who work with schools to reduce crime, violence and antisocial behaviour. School Liaison Police are a point of contact for the College community and the

Bullying and Harassment behaviour will be treated as serious. Students who engage in such behaviour can expect consequences.

If you see bullying or harassment happening be prepared to take action to stop it or at least report it. You be neutral on these issues a passive bystander only condones these actions.

An important feature of the school discipline practice is that it models non- aggressive correction. Our role modelling is an important statement to all students. If we use public shaming, intentional embarrassment, ridicule, put downs, undue persistent criticism, unrelated consequences and aggressive rather than assertive management styles, such practices will override any policy statement about fundamental rights.

All discipline practices need to emphasise the purpose of discipline to protect rights and enhance responsibility, accountability, self-