Bullying and Harassment Policy

Rationale
St Joseph's Primary School recognises that the work of Catholic schools is built on the teachings and living example of Jesus. These teachings centre on relationships with God and relationships with each other. We believe therefore, that we have a significant role to model and encourage the development of healthy and life-giving relationships. Our school also challenges all members of its community to be sensitive to the effect of harmful relationships on individuals and on the life of the community. Bullying and harassment are examples of behaviours which can cause damage in relationships and therefore must be addressed by our school community.

The Anti-Discrimination Act (1991) defines harassment and bullying as:

- behaviour that is directed at an individual or group of people and which is:
  - offensive, belittling, humiliating, intimidating or threatening; and
  - unwelcome and unsolicited; and
  - is of the type that is usually unreciprocated and can usually be expected to be repeated. It makes the school environment unpleasant, humiliating or intimidating for the individual or group and can make it difficult for effective work or study to be done.

Values
St Joseph's Primary school espouses and promotes Gospel values which acknowledge that each person be treated with reverence and dignity because each person is made in the image of God. Bullying and harassment violate the essential dignity of the human person.

Policy Statement
All members of St Joseph's Primary School Community are entitled to be treated with dignity and respect. This includes staff, students, volunteers and visitors to our school.

Consequences
- That any form of harassment, bullying or workplace violence will be understood as unacceptable behaviour and will not be tolerated.
- That St Joseph's Primary School will accept the responsibility to take all reasonable steps to ensure that all staff, volunteers, students and contractors are not subject to bullying or harassment.
- That all reasonable steps will be taken to ensure that persons who report bullying or harassment or who are witness to such behaviour are not victimized in any way.
- That our school will address educational programs for students and training for staff and volunteers to ensure all members of the community adhere to the principles of this policy.

Associated Documents
1. Student Protection Policy
2. Behaviour Management Procedure
3. Right Relationships Policy
4. TCS Code of Conduct
5. Parent Engagement Charter
Date of Issue:  
October, 2020

Mrs Belinda Jones
St Joseph’s Catholic Primary School Board  
Chairperson

Date of Review:  
October, 2023

Mrs Melissa Hobson
St Joseph’s Catholic Primary School  
Principal