Star of the Sea School

Anti-Bullying and Harassment Policy

Open Hearts Open Minds

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SCHOOL VISION STATEMENT

Our school is built on the core values of respect, inclusivity, compassion, collaboration and honesty. We support our families as the first and foremost educators of their child's faith development. Our vision paves the way for educating students for the 21st century but also draws from our history and tradition.

We guide our learners to be self-managed, innovative and critical thinkers who have a strong sense of who they are and their relationship in their world. As a learning community, we value the skills necessary to build meaningful relationships and for learners to be connected to each opportunity to develop their own personal growth. We encourage our learners to question, explore and discover so they actively contribute to a more compassionate society.

PURPOSE

At Star of the Sea School, we believe safety, a basic human right, is a pre-requisite for our school to be able to carry out our mission to educate.

The Bullying and Harassment Prevention Policy reflects:

- Restorative Practice principles that focus on the community, building positive relationships and healing
- A belief in an education which aims at reconciliation, student autonomy and responsibility
- A belief in the inherent dignity and respect of each person
- Our deep respect for ourselves, each other and the community in which we live
- A learning environment that enables reflection, ownership, empowerment and growth.

SCOPE OF POLICY

This policy applies to all members in our school community.

Star of the Sea's Bullying and Harassment Prevention Policy aims to provide clear definitions of, and strategies for dealing with, any form of inappropriate behaviour associated with bullying or harassment.

Star of the Sea is committed to maintaining an environment which is always welcoming, trusting, safe, open and promotes effective communication.

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POLICY PRINCIPLES

All members of the Sea of the Sea community have an equal right to:

- Be treated fairly,
- Feel safe and secure,
- Learn to grow to their full potential,
- Feel valued, accepted and cared for as a unique individual,
- Have their property respected.

Underlying these rights are the following key principles:

- Bullying and harassment is unacceptable.
- Each person at Star of the Sea has a right to feel safe and be free from bullying and harassment.
- Each person at the Star of the Sea has the responsibility to show respect for themselves and others.
- Star of the Sea aims to contribute to the development of young people through education and their formation in Christian values.
- Star of the Sea does not accept bullying and harassment and its response to those involved will be
- Informed by the principles of justice and reconciliation.

DEFINITIONS

Important definitions that are for consideration in the policy include:

Bullying	Bullying can be defined as the repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying is also defined as 'consistent, ongoing, negative behaviour towards another individual'. It is unwelcome behaviour towards another person because it makes that person feel humiliated, threatened or unsafe.
	There are various types of bullying, some include: - Threats, - Cyberbullying, - Verbal abuse and teasing, - Physical behaviour such as pushing, hitting, physical assault, spitting, damaging the property of someone else, - Using 'put downs', sarcasm, name calling, ridiculing, threatening, - Making rude or threatening signs,

	◆ Unwanted touching,
	◆ Persistent movement of another person's property,
	◆ Making derogatory, insulting, demeaning or mocking comments about a persons' sexuality, race, culture, religious beliefs, ability, background, social or family status,
	◆ Whistling, gesturing or making comments about an individual's body or physical appearance (sexual harassment).
Harassment	Harassment covers a wide range of behaviours of an offensive nature. It is unwelcome behaviour towards another person that intends to trouble or annoy.
	Harassment is unacceptable and needs to be addressed as part of creating a safe school, but it would not be considered bullying if any one or more of the following three features were present: ◆ It occurred only once and was not part of a repeated pattern. ◆ It (genuinely) was not intended to offend, demean, annoy, alarm or abuse. ◆ It was not directed towards the same person/s each time. Harassment concerns raised by students require investigation and support.
Cyberbullying	Cyberbullying is 'the use of technology to bully a person or group by an individual or group with the intent to harm another person or group' (esafety.gov.au, 2017). It can be both overt and covert in nature.
	Examples of cyberbullying include, but are not limited to: ◆ Harassing and threatening message sent using any form of technology, ◆ Sending, or forwarding on, inappropriate or demeaning text messages, instant messages, social media messages or repeated prank phone calls, ◆ Using a person's screen name to pretend to be them, ◆ Using a person's password to access their account and then pretend to be them, ◆ Sending or forwarding sexually explicit images, ◆ Intentionally excluding others from an online group

We also recognise that there are other possible points of conflict that can be difficult but are not necessarily examples of bullying:

- Breakdown in friendship groups.
- Renegotiations within friendships.
- Misunderstandings between individuals.
- Mutual conflict which involves a disagreement between students of equal power or status.

We know that students can face a number of challenges and may wish to seek support and help when working through these points of conflicts.

Beyond School

Where bullying or harassment occurs in circumstances in which Star of the Sea is not directly responsible for the care of the student/s involved, we reserve the right to respond in terms of the above procedures if it judges this appropriate. Actions taken by the school will be in the interests and wellbeing of the student/s and of the school environment.

ROLES AND RESPONSIBILITIES

Leadership Team	• Respect and support students and staff • Model and promote appropriate behaviour • Ensure that the school is adequately resourced • Provide ongoing professional learning opportunities for staff • Ensure Star of the Sea's policies, procedures, systems and processes enable the development of personal responsibility • Maintain accurate records as necessary • Respond in a timely manner to incidents
Staff	• Be a role model for all members of the community by treating others with respect • Implement the school policy in a fair, responsible and consistent manner • Use a restorative approach when working with student behaviour issues • Educate students towards self-directed positive behaviour that respects, promotes, nurtures and protects healthy relationships • Be positive and authentic in their disposition towards young people and their families • Follow and use restorative approaches • Maintain accurate records as necessary using the functions of SEQTA • Provide curriculum and pedagogy that supports students

Students	◆ Report incidents of bullying and/or harassment to a trusted adult
	◆ Follow our Bullying and Harassment Prevention Policy
	◆ Treat others with respect, fairness and courtesy, and not hurt others
	◆ Respect and care for school property and the property of others
	◆ Respect the right of others to learn and teachers to teach
	◆ Respect all people, who are made in the image of God, equally, fairly and justly
	◆ Behave in a manner that brings credit upon self, family and the School
	◆ Behave appropriately, respecting individual differences and diversity
	◆ Be responsible digital citizens
	◆ Be responsible bystanders
Parents & Caregivers	◆ Provide a supportive environment for their children
	◆ Reinforce positive and responsible behaviour
	◆ Support their children to become responsible digital citizens
	◆ Support their child in developing positive responses to incidents of bullying consistent with School Policies
	◆ Work collaboratively with Star of the Sea staff members to promote personal responsibility
	◆ Be aware of the school's policy and assist their children in understanding and clearly identifying bullying and/or harassment behaviours
	◆ Contact the child's teacher/leader at the school if there are any concerns or issues to discuss.

ACTION STRATEGIES

Students in first instance for dealing with bullying and harassment:

- ◆ Be assertive. Tell the offender that their words and actions are unwanted. Tell them to "STOP". Remind them they are breaking school expectations and rules.
- ◆ Let a trusted person know that it has occurred/ is occurring.
- ◆ If behaviours continue, seek support and report the behaviour to a trusted adult.

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School:

Star of the Sea School views bullying and harassment as a serious issue and all incidents will be dealt with. Strategies for dealing with bullying and harassment are listed below:

- Investigates the bullying/ harassment issue/incident.
- Conferencing with the offender(s) and the victim(s) with teacher/ member of the Leadership team using restorative conversations and affective statements.
- Discussing the issue with parents and caregivers of both bully and victim. Devise an individual action plan where necessary to monitor behaviour.
- Restorative conferences to ensure all parties are clear of actions moving forward.

PROCEDURES IN THE EVENT OF BULLYING OR HARASSMENT

Please refer to the Bullying and Harassment Flowchart in Appendices

POLICY REVIEW

This policy will be reviewed annually to ensure it remains effective and relevant to the needs of our school community.

ACKNOWLEDGEMENT AND APPROVAL

This policy has been developed in consultation with staff, students, and the broader school community and was approved on 26th May 2025

REVISION RECORD

Implemented	27th May 2025
Ratified by School Board	26th May 2025
Last Reviewed	6th May 2025
Next Review	May 2026

RESOURCES AND RELATED POLICIES

This policy is to be read in conjunction with, and in addition to, any relevant South Australian Commission for Catholic Schools (SACCS), school or CESA policy, procedure or support document. All Staff are required to comply with the provisions of any such documents, including the following:

- CESA Building Respectful Relationships – Behaviour Education and Student Behaviour Support Policy and Procedure)
- Star of the Sea Behaviour Management and Personal Responsibility Policy
- Star of the Sea Apology Guide
- Star of the Sea Restorative Conversation Starter Questions and Phrases
- Catholic Education SA Duty of Care Policy and Procedures
- Protective Practices for Staff and their Interactions with Students and Young People
- CESA Code of Conduct
- Policy for the Care, Wellbeing and Protection of Children and Young People
- SACCS Duty of Care Policy (2020)
- SACCS Duty of Care Protection (2020)

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STAR OF THE SEA BULLYING AND HARASSMENT FLOW CHART

If Harassment occurs, tell the person to stop.

Resolution?
Did it STOP?

YES → No further action required

NO

Report the harassment or bullying to the class teacher or a staff member.

Teacher investigates and attempts a resolution through mediation. (Leadership may be involved in this process). Information is documented in SEQTA and sent to class teacher and leadership. Parents of all students involved will be notified.

Restorative converstion.
Teacher will facilitate a restorative conversation between the students involved where a resolution will be agreed upon

Resolution?
Did it STOP?

YES → No further action required

NO

Leadership, students and parents meet to discuss child's behaviour. Develop and document a plan with agreed actions.

Resolution?
Did it STOP?

YES → No further action required

NO

External / Internal suspension will occur.

Follow up with the child may be required to check in and see how things are tracking

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