



# SJC Anti-Bullying & Harassment Policy

<b>Missional Values</b>	<p>St Johns College is a community that promotes the values of:</p> <ul style="list-style-type: none"><li>• Respect- for self, others and community</li><li>• Encourage-pride in ourselves, in others and in our community</li><li>• Belonging-to the SJC community</li></ul>
<b>Rationale</b>	<p>The aim of our SJC Anti-Bullying and Harassment policy is to ensure that our community is a safe environment for all members.</p> <ul style="list-style-type: none"><li>• Our Wellbeing approach at SJC is founded on the conviction that all members of the College community are worthy human beings and have a right to be dealt with in a sincere and respectful manner.</li><li>• The College strives to be a community that promotes care, respect and cooperation and values diversity.</li><li>• The College affirms the right of all members of the school community to feel physically and emotionally safe, secure and valued.</li><li>• The College acknowledges its legal responsibility to support the care and protection of all members of our community at school, or in school organised activities or interacting with other members of the College community.</li><li>• The College promotes models of behaviour between school staff, students and families based on mutual respect and consideration.</li></ul>
<b>Policy Statement</b>	<p>All bullying or harassment complaints or report should be lodged with the school- ideally to the Year Leader in the first instance. Following the lodgement an investigation into the matter is undertaken which involves procedural fairness (all involved have a voice) and due process is followed. Privacy, respect of the dignity of those involved and confidentiality for will be maintained throughout the investigation and the outcome.</p> <p>Following the investigation an outcome is determined and communicated with the relevant parties involved. The outcome may include a restorative conference, counselling, Police Liaison involvement, Suspensions, Class changes, Check ins or other suitable and reasonable support and consequences will be enacted.</p> <p>A range of strategies to support both parties involved, at the discretion of school, will be determined and communicated to all parties.</p> <p>All investigations will be done as quickly as possible to minimise harm and impact. However, there are times that investigations will reasonably take a number of weeks and the school will implement interim support for students involved in the lead up to the outcome being determined.</p>

	<p>Additionally, please note that the College will take all practical steps to assist students and their families in resolving issues related to cyber-bullying. This may include providing advice and support, interviewing students and contacting parents. The College is not, however, responsible for investigating or preventing students' actions and behaviour outside the College. This duty of care remains with parents or caregivers.</p> <p>Cyber bullying using technology also breaches our technology user agreement and students may find additional consequences imposed if this is found to be the case.</p> <p>Parents and students are advised that, following amendments to the National Safe Schools Framework, the College is required to inform parents of ALL students involved if we receive a report of concern regarding any form of unsafe online activity, including but not limited to: bullying, harassment, sexting or inappropriate social media activity.</p> <p>Due to the legal issues involved, and the absence of a minimum age of liability under federal law, The College reserves the right to involve the police in such matters, or advise parents of their right to do so.</p>
<b>Definitions</b>	<p><b>Bullying:</b> is a pattern of <b>repeated</b> physical, verbal, psychological or social aggression or behaviour that is directed towards a person/s. The impact of bullying results in harm, causes distress and creates fear.</p> <p>Bullying may be carried out overtly (e.g. face-to-face) or covertly (e.g. through repeated social exclusion or via technology). It is a subcategory of aggression and is different to, but also related to, harassment and violence. It is not the same as conflict or social dislike.</p> <p><b>Harassment:</b> is any <b>unwanted behaviour</b>, physical or verbal (or even suggested), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed.</p> <p>The different types of bullying identified by the National Safe Schools Framework include:</p> <ul style="list-style-type: none"> <li>• Face-to-face bullying (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or overt verbal actions such as name –calling and insulting.</li> <li>• Covert bullying (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying which isn't easily seen by others, is conducted out of sight, and often unacknowledged by adults. It may include one person encouraging others to act in a bullying manner without the instigator taking action themselves.</li> <li>• Cyberbullying occurs through the use of information or communication technologies such as Instant Messaging, text messages, email and social networking sites. It has many similarities with offline bullying but it differs in that the student(s) who is/are bullying can be anonymous, it can reach a wide audience and the sent or uploaded material can be difficult to</li> </ul>

	remove. This type of bullying can be conducted 24/7 (unlike direct bullying) so the victim gets no respite from the harassment. Most students who cyberbully also bully off-line.
<b>Approval Status:</b>	Executive Leadership Team
<b>Review Date:</b>	December 2025
<b>Appendix</b>	<a href="#">Student Acceptable Use of Technology Policy &amp; Agreement</a>
<b>Version</b>	Version 1: December 2022

### Implementation of policy:

From the start of each school year, each Year Leaders remind their cohort of the specifics of the College policy on anti-bullying and harassment. This is reinforced throughout the year at year level meetings or College assemblies. Year 7 are introduced to the policy in their first weeks at the College.

The College also welcomes the Police Schools Liaison Officer each year to speak to each year group on safe use of technology and social media to outline the legal implications of cyberbullying or other matters pertaining to the wellbeing of young people.