



EMMAUS COLLEGE

"A Fair Go For All"

ANTI-BULLYING

ANTI-HARASSMENT

ANTI-DISCRIMINATION



safe schools are
effective schools

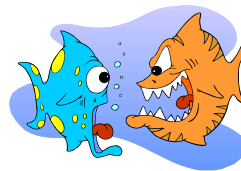
What is Bullying?



Bullying is:

- A desire by the bully to hurt or be hurtful
- A hurtful action
- A power imbalance between the bully and the person bullied
- An unfair use of power by the bully
- Evident enjoyment or satisfaction by the bully
- Feelings of being upset and hurt on the part of the person who has been bullied.

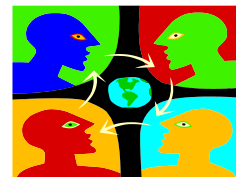
What is Harassment?



Harassment is:

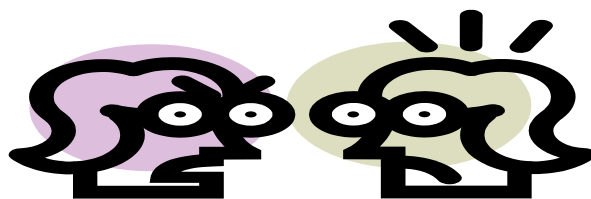
- The repeated and continual annoyance of one person to another.

What is Discrimination?



Discrimination is:

- Any hurtful treatment of one person by another based on prejudice, especially involving race, colour, religion, gender, sexual preference or disability.




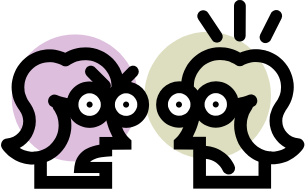

What does the School Say?



Our policy is



Emmaus College is a Catholic school which endeavours to create a climate of acceptance, care, love and support for each member of the community as it attempts to allow the Gospel to permeate all aspects of the School's work.





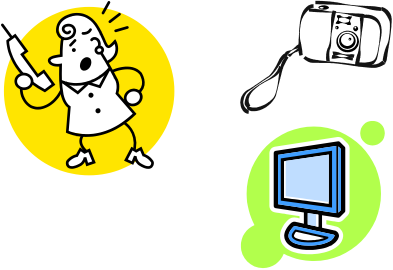


What to do if you're being bullied and what Emmaus will do...



<p>Type of Bullying Behaviours</p>	<p>Verbal put down Definition: hostile comments, unwelcome jokes or name calling</p> 
<p>What the person who is being bullied can do</p> 	<ul style="list-style-type: none"> • Stay calm • Tell the person to stop • Walk away confidently • If the put down makes you feel worried or uncomfortable, tell a Teacher, Pastoral Teacher, House Leader, Assistant Principal or Principal • Tell your parents about the event and the school's actions
<p>What the College will do</p> 	<p>The school will:</p> <ul style="list-style-type: none"> • Take written notes of the situation. • Conduct or arrange for Mediation. <p><i>*Mediation will include having those responsible understand the effects of their behaviour and then making commitments for the future. It will also include those responsible being aware of the consequences of repeated behaviour</i></p> <p>**If the behaviour is repeated</p> <p>The House Leader / Assistant Principal will consider consequences including</p> <ul style="list-style-type: none"> • Informing parents of students involved • Detention • Internal/ External suspension with return to school meeting with Assistant Principal • Doubled consequences if behaviour continues



<p>Type of Bullying Behaviours</p> 	<p>Threats</p> <p>Physical intimidation such as</p> <ul style="list-style-type: none"> • offensive staring • brushing up against another person's body • pushing • shoving • making threatening gestures • following another person in a way that threatens or frightens them
<p>What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • stay calm • walk away confidently report the threat immediately to the House Leader or an Assistant Principal or to another member of staff
<p>What the College will do</p> 	<p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Intervene immediately • Gather information from the person feeling intimidated or threatened and from the person making the threat or carrying out the intimidation • Gather information from witnesses • Conduct or arrange for mediation. (As previously mentioned) <p><i>**If the behaviour is repeated</i></p> <p>The House Leader / Assistant Principal will consider consequences including</p> <ul style="list-style-type: none"> • Informing the parents of students involved • Internal/ External suspension with return to school meeting involving Assistant Principal. • Doubled consequences if behaviour continues



<p>Type of Bullying Behaviours</p>	<p>Physical violence such as: fighting, punching, kicking, etc.</p> 
<p>What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • Avoid retaliation • If you can, walk or run away • If this is impossible, make as much noise as you can • Defend yourself if necessary • Don't become aggressive yourself • Report the violence immediately
<p>What the College will do</p> 	<p>Teacher will If aware of a fight or potential fight, intervene immediately. Will avoid physical contact. Attend to any injury. Report the incident.</p> <p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Collect information about the circumstances of the fight. • Compare and check versions of events. • Arrive at an understanding of what has taken place. • Inform parents of the victim and the person responsible. • Offer counselling support for the person who has been bullied and arrange counselling support as required. • Apply sanctions to the person responsible as per College Working Together Policy.

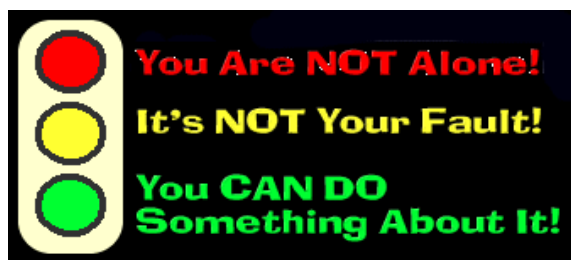
<p style="text-align: center;">Type of Bullying Behaviours</p> 	<p>Sexual bullying and harassment</p> <p>Such as</p> <ul style="list-style-type: none"> • Sending obscene letters or making obscene phone calls • Making highly offensive actions including writing graffiti on the basis of gender or sexual preference • Unwelcome or inappropriate sexual advances • Other highly offensive behaviour
<p style="text-align: center;">What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • Report the incident or the action as soon as possible. • Tell your parents
<p style="text-align: center;">What the College will do</p> 	<p>Teacher will</p> <p>If aware of any form of sexual bullying or harassment, intervene immediately. Report the matter immediately to a House Leader, Assistant Principal or Principal.</p> <p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Assist them by listening immediately. • Offer the person who has been bullied immediate welfare support and further counselling. • Inform parents of the person who has been harassed. • Collect information about the circumstances. • Compare and check versions of events. • Arrive at an understanding of what has taken place. • Inform the parents of students involved. • Apply sanctions to the person responsible as per College Working Together Policy.




<p style="text-align: center;">Type of Bullying Behaviours</p> 	<p>Harassment using electronic technology such as:</p> <ul style="list-style-type: none"> • Sending hurtful messages on Email, through the network, as text messages on mobile phones or in voice mail messages. • Loading unwanted items on another student's network space without that person's knowledge • Taking photos without the approval or knowledge of the person photographed. 
<p style="text-align: center;">What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • Keep the evidence of the unwanted or hurtful material. • Report concerns to parents or teachers
<p style="text-align: center;">What the College will do</p> 	<p>The person who hears the complaint will</p> <ul style="list-style-type: none"> • Listen • Look at the evidence and note it precisely so that the person who has been bullied can delete messages etc immediately. • Inform the House Leader or Assistant Principal. <p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Inform the parents of the students involved. • Ensure that the person who has caused the offence is aware that the material is hurtful. • Where this form of harassment is sexual harassment, implement steps set down in that section of this policy. • Where this form of harassment breaks the Rules and Code of Ethics for Technology Users Policy, inform the ICT Manager and ensure that the appropriate sanctions are put in place.

<p>Type of Bullying Behaviours</p>	<p>Exclusion</p> 
<p>What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • Tell an adult at school of your sense of being excluded • Tell your parents.
<p>What Emmaus College will do</p> 	<p>Teacher / Pastoral Teacher / House Leader will</p> <ul style="list-style-type: none"> • Monitor situation • Support the excluded student. • Intervene when it is clear that a pattern of exclusion is taking place. • Work with person responsible(s) so that they understand that exclusion is a form of bullying. • Identify with those responsible for excluding others a set of acceptable behaviour and consequences for departing from those behaviours. • Apply negotiated consequences if exclusion behaviour continues.

<p>Type of Bullying Behaviours</p> 	<p>Being a bystander at a fight, encouraging the fight with your presence and taking no steps to have it stop.</p>
<p>What the person who is being bullied can do</p>	<p>Be aware that this is a form of bullying and something you can ask to have taken care of.</p>
<p>What Emmaus College will do</p> 	<p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Ensure that people responsible are aware that this is a passive form of bullying. • Apply a sanction such as detention for those students taking an active interest in the fight.

<p>Type of Bullying Behaviours</p>	<p>Demanding money or possessions</p> 
<p>What the person who is being bullied can do</p>	<ul style="list-style-type: none"> • Refuse to give money or possessions by saying calmly that you will not do so. • Leave the area • Report the incident or the action as soon as possible. • Tell your parents
<p>What Emmaus College will do</p> 	<p>Teacher will Report the complaint immediately</p> <p>The House Leader / Assistant Principal will</p> <ul style="list-style-type: none"> • Assist the person who has been bullied by listening immediately. • Offer the person who has been bullied immediate welfare support from the College Counsellor. • Inform parents of the person who has been bullied. • Find out all information and arrive at an understanding of what has taken place. • Inform parents of the person responsible. • Offer counselling support for the person who has been bullied and arrange for counselling support as required. • Apply sanctions to persons responsible as per College Working Together Policy.



<p>Type of Bullying Behaviours</p> 	<p>Teasing on the basis of physical shape or size, race, religious belief, sexual preference, language background, family background or disability.</p>
<p>What the person who is being bullied can do</p> 	<ul style="list-style-type: none"> • Stay calm • Tell the person to stop • Walk away confidently • Tell a teacher, Counsellor, House Leader, Assistant Principal or the Principal. • Tell your parents about the event and the school's actions.
<p>What the College will do</p> 	<p>The person who hears the complaint will</p> <ul style="list-style-type: none"> • Listen • Take written notes. • See mediation (*as previously mentioned) • Inform the House Leader or Assistant Principal. • Inform parents of the students involved. <p>The House Leader / Assistant Principal will consider</p> <ul style="list-style-type: none"> • Sanctions as per College Working Together Policy



**Bullying is harmful
&
unacceptable behaviour**

WHAT WILL HAPPEN IN A MEDIATION SESSION?

In mediation sessions the following guidelines apply:

When the mediator, the person affected and the person responsible meet~

1. The person affected describes what has happened.
2. The person responsible is asked to say whether he/she agrees that these things have happened
3. The person responsible has the opportunity to say what has happened from his/her point of view.
4. The person affected has the chance to say whether he/she agrees these things have happened.
5. Where there are points of difference about what has taken place, these are discussed until there is agreement or until there is evidence for the mediator to decide.
6. The person responsible states his/her understanding of the affect of his/her actions on the other party.
7. The person responsible makes a commitment about the future and ways that he/she can be held accountable for their commitments.

WHAT IS A 'RETURN TO SCHOOL CONFERENCE'?

In return to school conferences, the person responsible will be given the opportunity to discuss the actions that have been taken, his/her commitment to improving the situation in the future and ways he/she can be held accountable.

