STATEMENT ON GENERAL HARASSMENT AND BULLYING
(STUDENTS)

1 PREAMBLE

At Redfern Jarjum College we believe that all human beings are created equally in the image of God. With this in mind, every member of the Redfern Jarjum College community has a right to:

a. be treated as an individual with dignity,
b. feel safe,
c. to learn, and
d. to be free from anxiety.

2 WHAT IS BULLYING AND HARASSMENT?

Bullying and harassment is repeated oppression, physical or psychological, of a less powerful individual by a more powerful individual or group. It is not the same thing as conflict, violence or disagreement – although it may, of course, involve all these things. With bullying there is always a power imbalance which makes the ill treatment of a victim possible.

3 RESPONSE TO BULLYING AND HARASSMENT

The College responds to Bullying and Harassment at four levels.

3.1 As a School Community

a. We seek to care for the individual - *cura personalis* in Jesuit terminology, is a basic characteristic of Jesuit education.
b. We seek to care for one another and reject any notion that bullying and harassment is a part of growing up which should be tolerated.
c. We seek to respect and celebrate our differences and allow every member of the community to walk tall and be happy.
3.2 As a member of staff

We can minimise the occurrence of bullying by making an effort to be:

a. always vigilant to observe patterns of behaviour in bullies and their victims;
b. active rather than passive in our supervision;
c. arrive to class on time;
d. alert to situations of bullying in our own actions and those of our colleagues.

We can help victims by

a. reporting suspected incidents to the teacher, staff member or Principal;
b. trying to remove the source of distress without putting the victim at risk;
c. listening to students and not being judgmental.

3.3 For the student being harassed

The College encourages students to consider the most appropriate of these three options:

a. Ignore (Do not let the harasser know that you are upset. It may stop.)
b. Confront (Confront the person who is harassing you and tell them that you do not want them to continue.)
c. Report (Talk to an adult you trust about how you feel. This may be your Teacher, your principal, or another member of staff. The bottom line is you should tell someone you feel you can trust. The bully does not need to be involved until you want him/her to.)

3.4 For the parent

The College will share appropriate strategies with parents/carers, such as

a. being alert to signs of distress in yours and other children;
b. taking an active interest into your child’s social life and acquaintances;
c. encouraging children to report incidents;
d. encouraging children to seek their own solutions;
e. discouraging physical or verbal retaliation or retribution;
f. keeping communication lines between home and school open;
g. reporting concerns to a staff member or the Principal.

4 HOW WILL THE COLLEGE RESPOND?

4.1 College’s Aims

a. We want to IDENTIFY the various forms of bullying so that all members of the College community will be aware of what is not tolerated;
b. We want to encourage a culture of REPORTING incidents in order to protect students;
c. We want to EMPOWER every student with appropriate strategies to deal with harassment.

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4.2 College’s Response

a. All episodes of bullying and harassment, which are reported to the College, will be dealt with.
b. If you are bullying and harassing others, the College will point out what is happening and demand that it stops. This may involve significant others.
c. If you continue the College will act and initiate a process of consequences for your actions, including an interview with you and your parents.
d. Matters may be so serious that the College may be obligated to report the incident to the Police and the Department of Community Services, under the Child Protection Act 1998.

5 THE IMPORTANCE OF REPORTING

Reporting an incident of bullying is the most important step in eliminating bullying from Redfern Jarjum College.

a. When bullying is reported, the primary aim is to put a stop to the harassment, not to punish the bully. Consequences will only occur if the bully does not respond to the direction offered to him/her when first approached.
b. Report it when it happens to you;
c. Report it when it happens to others.
d. Refuse to be present during any form of bullying.
e. Send a message that Redfern Jarjum College students will not tolerate acts of bullying or harassment.

Remember:
You may think ignoring or reporting it will not work, but keeping it to yourself will definitely make it worse!

[Elements of this document have been taken with permission from similar documents from Saint Ignatius’ College, Athelstone, SA and Saint Ignatius’ College, Riverview, NSW]