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Anti-Bullying and Anti-Harassment (including Cyber-Bullying) Policy

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Purpose

A spirituality of the Heart, on which the ethos of Monivae College is based, presupposes that all members of the Monivae community will have a deep respect for one another. This means that all members of the school community have a right to participate, learn and work in an environment free from all forms of bullying and harassment, so that learning, personal growth and positive self-esteem are promoted and an atmosphere of trust, acceptance and compassion prevails.

Scope

This policy applies to the whole Monivae College Community.

Legislative Context

- Education and Training Reform Act 2006

Definitions

Bullying / Harassment: is any behaviour (including of a sexual nature) which is enacted by individuals or groups and which causes a person or group to feel or experience degradation or lack of self-worth, intimidation, abuse or to have their property damaged. It is the reckless indifference to, or the willful conscious desire to hurt, threaten or frighten someone that is ongoing or repeated.

Different forms of bullying / harassment may include but are not limited to:

Direct physical bullying	Fighting, pushing, shoving, throwing objects, gestures, invasion of personal space, taking, hiding or damaging personal property
Direct verbal bullying	Name calling, insults, teasing, intimidation, homophobic or racist remarks or verbal abuse

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Indirect bullying	Any action designed to harm someone’s social reputation and/or cause humiliation. Indirect bullying includes: <ul style="list-style-type: none"> ▪ lying and spreading rumours ▪ playing nasty jokes to embarrass and humiliate ▪ mimicking encouraging others to socially exclude someone ▪ damaging someone’s social reputation or social acceptance
Sexual	Unwelcome or uninvited touching, unwelcome or uninvited comments, attention or other behaviour of a sexual nature that makes one feel embarrassed, uncomfortable, intimidated, upset, frightened, anxious, humiliated or offended.
Victimisation	Stand over tactics, threats to “get” people, repeated exclusion or isolation of a peer, spreading of rumours about a person, persistent unkind teasing, use of intimidation, exclusion, the deliberate interference of a person’s right to engage in lawful activities.
Misuse of Technology (Cyber-bullying)	Direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, or email, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Policy Statement

Monivae College will not tolerate any action that undermines a person’s right to feel safe.

At the school every person has this right and any person who bullies or harasses another is denying them the right to feel safe. The staff and school community will implement appropriate strategies and processes to build and maintain a safe school environment.

Reported incidents of bullying and/or harassment are treated seriously and investigated promptly, confidentially and impartially.

Supporting Documents

- Anti-Bullying and Anti-Harassment (including Cyber-Bullying) Procedure

Responsibility

- The Board Directors (*as the Approval Authority*) are responsible for monitoring the implementation, outcomes and scheduled review of this policy and its accompanying procedure/s
- The Director of Students (*as the Policy Sponsor*) is responsible for maintaining the content of this policy as delegated by the Principal
- The Compliance and Risk Manager is responsible for the administration support for the maintenance of this policy as directed by the Director of Students.

Promulgation

The Anti-Bullying and Anti-Harassment (including Cyber-Bullying) Policy will be communicated throughout the School community in the form of:

1. Policies section of the Monivae website to alert the School-wide community of the approved Policy;
2. distribution of e-mails to all staff.

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Implementation

The Anti-Bullying and Anti-Harassment (including Cyber-Bullying) Policy will be implemented throughout the School via:

1. Policies section of SIMON knowledge banks to alert the School-wide community of the approved Policy;
2. Staff briefing sessions
3. Training sessions

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