

11. Anti- Bullying and Harassment Policy - Students

Catholic Character It is important to understand that whatever content any policy is dealing with, the policy must ensure that it operates within the context of a faith community. Rosmini College must be a community whose aim is the transmission of values for living. Faith is caught through contact with people whose daily life bears witness to it.

Rationale and Purpose

The Rosmini Board seeks to promote a positive, safe, secure school environment for students where every individual is treated with respect and is free from any fear of bullying or harassment.

The Purpose of this policy is to fulfil the requirements of all relevant legislation¹ as well as the school's charter and the requirements of NELP Priority 1, Objective 1², by setting up procedures to handle complaints from students who are being bullied or harassed and by developing strategies to prevent bullying or harassment from occurring. All members of the Rosmini community – School Board, staff, students, whanau, and caregivers – are to be made aware of what is understood by bullying and harassment, how to work towards preventing its occurrence and what steps to take if it does occur, in order to maximise the physical, psychological and emotional safety of all students.

Definition

Bullying and harassment at Rosmini College is defined as any deliberate, repeated, unwanted and uninvited behaviour that causes physical, emotional, or psychological harm to another person.

Some examples of harassment are:

- Bullying – physical, social, psychological, verbal, or cyber
- Sexual harassment – verbal, non-verbal or physical contact of a sexual nature
- Racial harassment
- Harassment on the grounds of sexual orientation
- Harassment on the grounds of religion.

Jurisdiction

Rosmini College has jurisdiction to act on any bullying or harassment that occurs on school grounds, on school trips, sports fixtures, cultural or other events, on the way to and from school and on bullying or harassment that affects the school learning environment.

Prevention

We see the prevention of bullying and harassment as a community effort involving the support of the wider school community. In-school measures are taken by staff to

¹ Crimes Act 1961, Privacy Act 2020, Harmful Digital Communications Act 2015

² National Education Learning Priority 2020 Objective 1: Learners at the centre: Learners with their whānau are at the centre of education. Priority 1: Ensure places of learning are safe, inclusive and free from racism, discrimination and bullying

provide opportunities for awareness, the building of resilience and strategies to combat the occurrence of bullying and harassment including:

- Religious Education programmes to teach morally responsible and respectful behaviour
- Health education programmes to raise awareness and to learn strategies to deal with bullying and harassment
- Digital Citizenship programmes to promote safe use of digital technology
- Pink Shirt Day
- Resilience Project

Reporting of Complaints

The school has robust procedures for reporting and responding to allegations of bullying and harassment. These procedures are overseen by the Deputy Headmaster and are communicated to students, teachers, management, and other staff involved in student welfare, to ensure appropriate interventions and support are provided to any student involved in any way with an incident of bullying or harassment. The Rosmini Anti-Bullying Procedures are available from the Deputy Headmaster.

Students are encouraged to report any instances of bullying and harassment of themselves or others and will be supported through the process. Parents and whānau will be involved as early as possible and as appropriate and are encouraged to contact the school as soon as they have any concerns. Confidentiality will be maintained at all times by everyone involved. It is recognised that each case is different and will be considered in light of all relevant information available.

Review schedule: This policy will be reviewed annually to ensure that the policy meets the needs of the school community and that its implementation is effective in minimising the occurrence of bullying and harassment at Rosmini College. A report on bullying and harassment will be presented to the School Board each year.

Ratified by Board: 

Signed for Board

Date 14/2/22

Reviewed: _____

Signed for Board

Date