

St. John the Baptist Parish School

ANTI HARASSMENT & DISCRIMINATION POLICY

St John the Baptist Parish School is a chilsafe organisation in compliance with Ministerial Order 870

St John the Baptist is a school where:

- The sacred dignity of each person is recognised, respected and nurtured.
- An integrated and collaborative approach to building and strengthening a safe and respectful school community is fostered.
- Children feel safe and in reality are safe.
- Children in our school are aware of their right to be safe, are empowered to have a voice about safety and know how to raise concerns.
- These principles are inherent in the teachings and mission of Jesus Christ with the sanctity of each individual human being at the heart of the Gospel.

Principle of Inclusion

In implementing the minimum Child Safe Standards, St John the Baptist 'take account of the diversity of all children, including ... the needs of Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, children with disabilities, and children who are vulnerable' (State of Victoria, Department of Education and Training 2016)

Rationale

- Harassment and discrimination in any form is unacceptable. As educators, we have a responsibility to provide teaching and learning environments that are free from harassment or discrimination, and that encourage students to develop attitudes and skills that discourage, challenge and report harassment and discrimination in all forms.

Aims

- To provide a fair and supportive environment free from all forms of harassment and discrimination, that promotes personal respect, as well as providing physical and emotional safety for all.

Implementation

- Staff, students and members of the school community will be familiar with the school's approach to harassment and discrimination.
- School-level protocols for resolving issues or complaints will be developed and well publicised.
- Staff members will not allow themselves or their colleagues to be subjected to harassment or discrimination from parents or students – all such issues must be immediately reported to the principal.
- Unresolved school-level issues may be referred by the principal, or the parties involved, to the appropriate authorities.
- Harassment or discrimination by students will attract consequences consistent with our Student Code of Conduct (based on our school rules).

- All claims of harassment and discrimination will be treated confidentially, documented, and promptly and constructively addressed.
- The rights and sensitivities of all individuals will be protected.
- Curriculum content will analyse the effects of harassment and discrimination and assist all members of our community to develop attitudes and skills that discourage, challenge, counter-act and report harassing or discriminatory practices.
-

Evaluation

- This policy will be reviewed as part of the school's four-year review cycle.