

1. Title: **Child Bullying and Harassment Policy**

2. Applies to: Children attending Edmund Rice Camps WA

3. Geographical Application: Western Australia

4. Legislation/Regulation: All applicable legislation/regulation

5. Policy Statement:

The Child Bullying and Harassment Policy outlines the standard of behaviour and conduct required of all children attending Edmund Rice Camp WA Programs.

- *We strive to continue the legacy of Edmund Rice by bringing hope and optimism.*
- *ERCWA is a unique community which values acceptance and love of everyone, working together for a common goal.*
- *We aim to encourage people to look beyond all constraining life factors, prejudices and stereotypes. We value people being their true selves and we believe in the power of positive personal interactions.*
- *Courage and belief in ourselves and one another, provides the opportunity to grow and reach our full potential.*
- *We strive to provide an environment where all individuals are given freedom of choice, and their beliefs and rights are respected.*
- *Our aim is to empower children by providing them with opportunities for personal growth within an atmosphere of fun and friendship.*

6. Scope:

The Child Bullying and Harassment Policy of Edmund Rice Camps WA is based on the connection of ERCWA with Edmund Rice the founder and the three values identified by Edmund Rice Education Australia (ERE); Presence, Compassion and Liberation.

7. Other Relevant Documents:

- Child Behaviour Management Policy
- Child Behaviour Management Flowchart
- ERCWA Escalation Profiling System

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Date Approved:	3 November 2014	Version:	Final
Author:	Meghan Huitema	Author's Position:	Community Engagement Manager
Approval Body:	ERCWA Board	File Ref:	ERCWA
Date for Review:	3 November 2016	Page:	1 of 4
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8. Principles:

8.1 Legal Compliance

Personnel must comply with legislation, regulations and standards relevant to their position and always act in accordance with a legal duty of care. This includes, but is not limited to, legislation relating to child protection, discrimination, industrial relations, workplace health and safety and privacy.

8.2 Definitions

Bullying is when; over a period of time, an individual or a group intentionally harm a person, who finds it hard to stop this behaviour from continuing.

Additionally, bullying can be characterised as: causing distress, not only at the time of the attack but also by the threat of future attacks; and, an imbalance of power (that is inappropriate and where there is an intention to hurt).

Its nature may be:

- verbal - name-calling, put-downs, threats (spoken, written, electronic or cyber which may also apply to the following points)
- physical - hitting, tripping, punching, throwing objects, stealing
- social – ignoring, hiding, ostracising
- psychological – stalking, threatening looks, spreading rumours, damaging possessions

Harassment is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. (Adapted from Catholic Education Commission of Western Australia Policy, Harassment in School, 1998 & St Norbert College Bullying & Harassment Policy). Harassment can be seen as one form of bullying.

Bullying and harassment are often thought of separately; however, both involve a more powerful person or group oppressing a less powerful person or group, often on the grounds of 'difference'. These differences can be related to culture, ethnicity, gender, sexuality, sexual orientation, ability or disability, religion, body size and physical appearance, personality, age, marital status, parenting status or economic status. (Bullying. No Way! website cited in the National Safe Schools Framework, 2003).

Unlike bullying and harassment, violence is not necessarily associated with an imbalance of power. It implies extreme forcefulness, usually (but not always) of a physical kind. (Rigby, cited in the NSSF, 2003).

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8.3 In Principle

Edmund Rice Camps WA programs are safe and supportive environments where by the organization owes a duty of care to all participants. ERCWA will maintain an environment where by;

- Quality leadership will respond to bullying, harassment, aggression and violence with a role modelling approach to facilitate strategy implementation and sustained change, together with a whole-organisation community approach that is consistent with the Edmund Rice Ministry Framework.
- Bullying, harassment, aggression and violence may occur outside of the Edmund Rice Camps program if the participants know each-other in their home lives. Where by ERCWA is made aware of such an instance, both parents/carers should be consulted and a plan of action created where by both participants can attend the program at the same time.
- All bullying, harassment, aggression and violence shall be responded to. When bullying, harassment, aggression and violence are ignored or overlooked, it serves to condone or reinforce the behaviour. Bystanders, (those who observe bullying) can encourage or assist those who bully simply by doing nothing.
- While the aim is to promote and encourage positive behaviour, ERCWA policy and procedures shall contain clear statements regarding the range of appropriate consequences that may be applicable for unacceptable behaviour. In looking at consequences relating to specific issues, consideration should be given to other circumstances which may have bearing such as family or mental health matters.
- All parties to incidents of bullying, harassment, aggression and violence are entitled to appropriate support.

8.4 Application

Application of this policy will be available in the form of a Child Behaviour Management Flow chart; with provision for a step by step process and specific guides on managing the participant’s behaviour.

9. Context:

Policies and guidelines of Edmund Rice Camps WA are the reasonable attempt by Edmund Rice Camps WA to interpret the legal and moral requirements applying to the matter they address. Where there is any discrepancy between legislation and any policies or guidelines of Edmund Rice Camps WA, the legislation will prevail to the extent of any inconsistency.

Edmund Rice Camps WA also reserves a right of discretion in relation to the implementation of policies or guidelines as Edmund Rice Camps WA may deem appropriate. Edmund Rice Camps WA will act reasonably in applying such discretion. In the event there is any dispute in relation to the use, or otherwise, of such discretion the ERC WA Board retains the ultimate right to decide on such matter.

Edmund Rice Camps WA confirms that its polices and guidelines are not incorporated into any employment agreement/contract, and as such the terms of Edmund Rice Camps WA’s policies and guidelines do not form terms of employment.

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Members of the Edmund Rice Camps WA community are expected to take reasonable steps to inform themselves of Edmund Rice Camps WA's policies and guidelines, and ensure that conduct is appropriate as required by these policies and guidelines. Failure to abide by Edmund Rice Camps WA's policies or guidelines may result in Edmund Rice Camps WA taking relevant action for misconduct.

10. Definitions:

Christian Brothers Oceania Province means the organisational and administrative structure established by the Congregation Leadership Team of the Christian Brothers to facilitate the mission and ministries of the Congregation in Australia, East Timor, New Zealand, The Philippines and Papua New Guinea and to form and nurture those who constitute its membership.

Edmund Rice Camps WA means the organisational and administrative structure established as an Edmund Rice Ministry under the Christian Brothers Oceania Province to facilitate the operations of camp and activity programs held in WA.

Participants mean all children who attend Edmund Rice Camps WA programs.

Policy means a statement of commitment to a direction which is consistent with the organisation's mission, values, legal obligations, standards and quality expectations.

Personnel means directors, officers, employees and volunteers of ERCWA

Members means directors, officers, employees and volunteers of ERCWA

11. References:

- Catholic Education Commission of Western Australia Policy 2-C4 Harassment, Discrimination and Bullying
- St Norbert College WA's Bullying and Harassment Policy

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