



# St Patrick's Catholic School Latrobe

## **Anti-Harassment Policy (student against student)**

Assault is aggressive physical contact, use of force or intimidating behaviour causing real fear in another person that the threat will be executed. Examples include striking or attempting to strike another person, threatening another person with violence and verbal abuse with a threat of imminent harm.

Students' capacity to participate fully in learning is adversely affected by incidents of assault and violence. Common problems include anxiety, depression, alienation, higher absenteeism and lower academic competence.

St Patrick's is committed to providing a safe environment free from assault for all our students, workers and visitors. It is our policy that:

- Ongoing opportunities to learn about positive relationships and managing conflict situations in the school is provided to both staff and students;
- Assaults against students and other forms of violence are unacceptable and will not be tolerated at St Patrick's;
- All incidents of assault against students must be reported to the Principal and shall be thoroughly investigated;
- Appropriate consequences will be applied for unacceptable behaviour, encouraging students to take responsibility for their own actions; and
- Treatment, counselling and ongoing support will be available for all students affected by assault.

### **Students with a Known History of Violence**

A risk assessment shall be undertaken on any student who has a known history of violence or exhibits continual violent behaviour. Appropriate risk mitigation strategies will be implemented including, where necessary, removing the student from the school either temporarily or permanently.

### **Dealing with an Assault Situation**

A staff member who recognises signs of violence that could lead to assault or witnesses an assault, should take the following steps:

1. Remove students who are not directly involved to a safe place;
2. Alert other staff for assistance to defuse the situation and contact police if necessary;
3. Assist any victim/s take evasive action where possible;
4. Determine whether physical intervention or restraint of persons involved is an appropriate response and act accordingly;
5. Use reasonable force as necessary;
6. If injuries are sustained, seek medical assistance; and
7. Notify the Principal of the incident without delay.

## **Notification and Investigation of an Incident of Assault**

After an incident of assault, notification and investigation will take place as follows:

- All incidents of assault against a student must be reported to the Principal without delay;
- All incidents of assault against a student shall be recorded in our Student Injury/Incident Register (PBS database);
- Parents/carers will be contacted as soon as possible to inform them of any incidents of assault involving their child;
- All reported incidents of assault against students shall be thoroughly investigated in accordance with principles of procedural fairness. This may include taking statements from witnesses and photographs of the scene of the incident;
- Where appropriate the police shall be notified;

Upon consideration of all the facts the Principal shall coordinate the following:

- A file recording all matters pertaining to the investigation (including police involvement) shall be maintained by the school; and
- Records of any action taken shall be maintained on the relevant student's file.
- Determine the appropriate consequences to be applied to the perpetrator of the assault; and
- Arrange treatment, counselling and ongoing support for all students affected by assault.

## **Workers' Responsibility**

- All workers are responsible to ensure that they:
- Familiarise themselves with this policy and follow relevant guidelines where applicable;
- Participate in relevant professional development programs;
- Notify the Principal immediately if they consider a student is at risk of committing an assault; and
- Notify the Principal immediately if they witness an assault against a student (including threatening and or intimidating behaviour).

## **Implementation**

This policy is implemented through a combination of:

- Staff training;
- Student education via ongoing age appropriate relationship and conflict resolution programs integrated into classroom learning;
- Effective monitoring and supervision of students;
- Identification of 'at risk' students and the undertaking of risk assessments where appropriate;
- Effective notification and investigation procedures;
- Effective communication procedures;
- Taking appropriate action against any student who commits an assault;
- Development of safety 'no-violence' culture within the school;
- Effective record keeping procedures; and
- Initiation of corrective actions where necessary.