



Bullying and Harassment Prevention Policy

Rationale

The Bullying and Harassment Prevention Policy reflects:

- Restorative Practice principles that focus on the community, building positive relationships and healing;
- a belief in an education which aims at reconciliation, student autonomy and responsibility;
- a belief in the inherent dignity and respect of each person;
- our deep respect for ourselves, each other and the community in which we live;
- a learning environment that enables reflection, ownership, empowerment and growth.

Xavier College aims to create a supportive environment in which students are empowered to be young community focussed men and women who strive to be thriving people, capable learners and leaders for the world God desires. Students are encouraged to respect and support the rights of others and develop positive, respectful relationships. Particular attention is provided to nurture relationships and reconciliation within the restorative framework. Xavier College is a place where the opportunity for learning, growth and reflection is at the heart of our student behaviour education process.

Scope

This policy applies to all students in our community and is actively supported by staff working within or for Xavier College. This document is designed to be read in conjunction with the associated process and procedures document.

Policy Statement

Xavier College's Bullying and Harassment Prevention Policy aims to provide clear definitions of, and strategies for dealing with, any form of inappropriate behaviour associated with bullying or harassment. The College is committed to maintaining an environment which is always welcoming, trusting, safe, open and promotes effective communication.

Principles

All members of our College community have an equal right to:

- be treated fairly;
- feel safe and secure;
- learn to grow to his/her full potential;
- feel valued, accepted and cared for as a unique individual;
- have his/her property respected.

Underlying these rights are the following key principles:

- bullying and harassment does not accord each individual the dignity inherent in their humanity as being made in the image of God;
- bullying and Harassment is unacceptable and can be illegal;
- each person at the College has a right to feel safe and be free from bullying and harassment;
- each person at the College has the responsibility to show respect for themselves and others;
- the College aims to contribute to the development of young people through education and their formation in Christian values;
- the College does not accept bullying and harassment and its response to those involved will be informed by the principles of justice and reconciliation.

Definitions

Bullying can be defined as the repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying is also defined as 'consistent, ongoing, negative behaviour towards another individual'. It is unwelcome behaviour towards another person because it makes that person feel humiliated, threatened or unsafe. There are various types of bullying, some include:

- threats or dares;
- cyberbullying;
- verbal abuse and teasing;
- physical behaviour
- pushing, hitting, physical assault, spitting, damaging the property of someone else;
- using 'put downs', sarcasm, name calling, ridiculing, threatening;
- making rude or threatening signs;
- demanding money, food or other belongings;
- hurting friends by ignoring or isolating them, or by spreading rumours about them;
- unwanted touching;
- persistent movement of another person's property;
- deliberately excluding someone due to achievements, personal appearance and abilities;
- making derogatory, insulting, demeaning or mocking comments about a persons' sexuality race, culture, religious
- beliefs, ability, background, social or family status;
- whistling, gesturing or making comments about an individual's body or physical appearance (sexual harassment);

Harassment covers a wide range of behaviours of an offensive nature. It is unwelcome behaviour towards another person that intends to trouble or annoy.

Cyberbullying is 'the use of technology to bully a person or group by an individual or group with the intent to harm another person or group' (esafety.gov.au, 2017). Cyberbullying can be both overt and covert in nature. As suggested by McLean (2014) examples of cyberbullying include, but are not limited to:

- harassing and threatening message sent using any form of technology;
- sending or forwarding on nasty text messages, instant messages, social media messages or repeated prank phone calls;
- using a person's screen name to pretend to be them;
- using a person's password to access their account and then pretend to be them;
- sending or forwarding on sexually explicit images – 'sexting';
- posting, sending or forwarding on mean or nasty comments or pictures;
- intentionally excluding others from an online group.

We also recognise that there are other possible points of conflict that can be difficult but are not necessarily examples of bullying:

- breakdown in friendship groups;
- renegotiations within friendships;
- misunderstandings between individuals. We know that students can face a number of challenges and may wish to seek support and help when working through these points of conflicts. As such, we

recommend students speak with a trusted adult or make an appointment with someone on our College Counselling Team by initially having a conversation with their Oratory teacher.

Beyond School

Where bullying or harassment occurs in circumstances in which the school is not directly responsible for the care of the student/s involved, it reserves the right to respond in terms of the above procedures if it judges this appropriate in the interests and wellbeing of the student/s and of the College environment.

Responsibilities

The Students will:

- report incidents of bullying and/or harassment to a trusted adult/Oratory teacher;
- follow our Bullying and Harassment Prevention Policy;
- treat others with respect, fairness and courtesy, and not hurt others;
- respect the position and authority of staff;
- respect and care for school property and the property of others;
- respect the right of others to learn and teachers to teach;
- respect all people, who are made in the image of God, equally, fairly and justly;
- behave in a manner that brings credit upon self, family and the College;
- behave appropriately, respecting individual differences and diversity;
- be responsible digital citizens;
- be responsible bystanders.

The Parents and Caregivers will:

- provide a supportive environment for their children;
- reinforce positive and responsible behaviour;
- support their children to become responsible digital citizens;
- support their child in developing positive responses to incidents of bullying consistent with the College plan;
- work collaboratively with Xavier College staff members to promote personal responsibility;
- be aware of the College policy and assist their children in understanding and clearly identifying bullying behaviour;
- contact your child’s Oratory teacher at the College if they have any concerns or issues to discuss.

The Staff will:

- be a role model for all members of the community by treating others with respect;
- implement the College policy in a fair, responsible and consistent manner;
- use a restorative approach when working with student behaviour issues;
- educate students towards self-directed right behaviour that respects, promotes, nurtures and protects healthy relationships;
- be positive and authentic in their disposition towards young people and their families;
- follow the College’s Restorative Approach Process;
- engage in ongoing professional learning offered with the College and also as part of the wider professional learning community;

