

*"We are a Catholic community of welcome,
connecting faith, family & education."*



YEAR 7-12 BULLYING AND HARASSMENT POLICY

1. CONTEXT

The Nazareth Catholic Community is committed to the core values outlined in our Vision Statement:

We are a Catholic community of welcome, connecting faith, family and education.

Every student within Nazareth Catholic Community has a right to feel safe and protected against bullying and harassment by others.

2. PURPOSE

The purpose of the Bullying and Harassment Policy is to provide the community with a definition of bullying and harassment as well as a set of guidelines for the community regarding our shared responsibility in dealing with bullying and harassment.

3. RATIONALE

It is a foundational right of every person to be treated with respect, and Nazareth Catholic College recognises the inherent dignity of the person. Nazareth Catholic College deems bullying to be a serious breach of expected behaviour.

The following are the fundamental principles of the Nazareth Bullying and Harassment Policy:

- Because of the insidious nature of bullying, the critical factor in combating it is the preparedness of those bullied to reveal the fact to a trusted adult who can initiate a suitable response.
- Students at Nazareth Catholic College have the right to exist in a healthy, happy and supportive environment. Students do not have to put up with bullying from other members of the community.
- Bullying is judged based on what a reasonable person would consider bullying and its effects on the person being bullied, which can be significantly more severe than the offender may believe. Bullying may be physical and or psychological and may have long term and very serious consequences.
- Caregivers, staff and students all play a part in ensuring the safety and wellbeing of others in the community. The reaction of bystanders can often be influential in the support or discouragement of bullying. If bystanders do nothing, this can be seen as a form of silent approval. The actions of a supportive bystander can stop or diminish a specific bullying incident or help the bullied student recover from it.
- A considered response to bullying can involve a long-term process, and success is not always immediate. Students, parents and staff need to cooperate fully with the strategies suggested.

- Where bullying is deemed to be of a continued or serious nature, appropriate and immediate consequences will be put in place in accordance with the College's Student Behaviour Policy.
- Responses of staff to those reporting bullying will be sensitive and supportive. The student bullied should not be made to feel guilty.
- While deploring bullying in all its forms, where appropriate, Nazareth Catholic College will attempt to assist those who bully to understand the impacts of their behaviour and aim to change this through appropriate counselling and remediation.
- Nazareth Catholic College will strive to educate staff and students about the non-acceptability of bullying and bystander behaviour and seek to foster a culture that reflects this.

4. DEFINITION

What is Bullying?

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical or social behaviour that intends to cause physical, social or psychological harm. It can involve an individual or a group misusing their power or perceived power over one or more persons.

Types of Bullying

Face-to-face bullying

Face-to-face bullying – or direct bullying – refers to actions which take place in person. The behaviour is intentional and repeated.

Examples include but are not limited to:

- Physical violence
- Insults or name-calling
- Making threats
- Deliberate humiliation.

Covert bullying – or indirect bullying – refers to subtle, non-physical actions which observers may not easily detect. The behaviour is intentional and repeated.

Examples include but are not limited to:

- Socially inappropriate gestures or looks
- Whispering, gossiping, spreading rumours, or revealing secrets
- Negatively influencing people against a target.

Cyberbullying

Cyberbullying refers to bullying which is carried out online or through mobile phones or computers. It may be combined with other forms of bullying. The behaviour is intentional and repeated.



Examples include but are not limited to:

- Sending abusive messages
- Taking and sharing inappropriate or hurtful photos or videos of a target
- Posting inappropriate or offensive material directed at a target
- Assuming the identity of a target online and representing them in a negative manner
- Excluding a target from online chats or other electronic communications.

What is Harassment?

Harassment is the specific negative treatment of a person based on the following:

- Identity
- Race
- Cultural or ethnic background
- Faith
- Physical characteristics
- Gender
- Sexual orientation
- Economic status
- Ability or disability.

In some cases, harassment may be considered bullying.

What is Conflict?

Conflict is a mutual disagreement, argument, or dispute between two or more people. This may be a once-off occurrence or ongoing. In conflict, no one person has a significant power advantage over another person. In some cases, conflict may escalate into bullying.

Bullying is Not:

Mutual conflict.

Where there is an argument or disagreement between students but not an imbalance of power.

Social rejection or dislike.

It is not feasible to think that every student must like every other student. Not being friends is very different to bullying and harassment.

Single episode acts of nastiness or meanness, or random acts of aggression or intimidation.

A single episode of nastiness, physical aggression, verbal abuse or an occasional push and shove is not bullying; neither is nastiness or physical aggression directed towards many different students. Issues such as the ones just mentioned will require follow up and possible consequences for these behaviours may take place.



To avoid doubt, bullying does not necessarily include other points of conflict, such as:

- breakdown in friendship groups;
- renegotiations within friendships; and
- misunderstandings or one-off disputes between individuals.

5. POLICY

Guidelines

Students who experience or witness bullying are encouraged to:

- Inform a member of staff or a person at home in whom they have confidence, e.g. Subject Teacher, Mentor Group Teacher, Counsellor, House Leader.
- Communicate in an open, honest, and ongoing way.
- Participate in or support strategies devised to address the issue.
- Report to the social media site administrators or police if bullying is online (cyberbullying) and block the offender from their accounts.

Parents should:

- Be vigilant for signs of distress, changes in mood or patterns of behaviour, bruising, regularly asking for extra money, and damage to clothes or property, and take an interest in their child's social life, both face-to-face and online.
- Be role models themselves in avoiding bullying behaviour of their children or staff members, other parents and other students.
- Advise Nazareth staff (e.g. Mentor Group Teacher or House Leader) of bullying if their child feels too threatened to do so. Parents should resist their child's pleas to say nothing. The College cannot do anything to stop the bullying if staff do not know about it.
- Communicate to their child that they need to work with the College in supporting them.
- Be willing to attend interviews.
- Actively support the College's processes.
- Support students to report to the social media site administrators or police if bullying is online (cyberbullying) and encourage their child to block the offender from their accounts.

Observers/bystanders should support the bullied student by:

- Calling on the perpetrator to stop their actions without putting themselves in harm's way and without causing further aggravation to the situation.
- Walking away from the perpetrator and taking the target with them.
- Desist from joining in or encouraging the bullying behaviour or recording the bullying behaviour and posting the recorded incident on any form of social media. Students who assemble to watch or remain in a position to watch any act of bullying or harassment may also be deemed responsible for bullying.
- Reporting the matter to a staff member or trusted adult they feel comfortable with.



The alleged perpetrator should:

- Discontinue the bullying behaviour.
- Be prepared to participate in a Restorative Meeting with appropriate adult support and supervision to repair the relationship between themselves and the target and acknowledge the impact of their actions.
- Be helped to understand how their words or actions have been harmful and to learn from the experience and accept the consequences, in accordance with the CESA Building Respectful Relationships Policy and Procedure.
- Cooperate with the strategies devised and expect parents, subject teachers, House Leaders, and Campus Leadership to be informed if appropriate.

Nazareth Catholic College will:

- Regularly collect student wellbeing data to identify trends or patterns in bullying behaviour to ensure appropriate anti-bullying measures.
- Educate students on the harmful effects of bullying, how to seek support and the consequences for bullying or harassing others.
- Clearly communicate and enforce the Bullying and Harassment Policy and apply the CESA Building Respectful Relationships Policy and Procedure.
- Offer on-site counselling or psychology services where appropriate.
- Regularly review policies and processes pertaining to bullying and harassment to ensure best practice methods are utilised. Students, parents and staff members will be consulted throughout this process.

6. RESPONSIBILITY FOR IMPLEMENTATION, MONITORING, AND CONTINUAL IMPROVEMENT

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:

- Principal
- R-12 Deputy Principal
- Heads of Campus and Campus Leadership Team members
- House Leaders and Year Level Coordinators
- Class and Mentor Teachers.

7. REVISION RECORD

The following roles provide a point of contact for the policy and are responsible for its ongoing review and revision:

Policy Leader	Principal
Approval Authority	Nazareth Leadership Team
Review Date	August 2024
Previous Revision Dates	August 2022

