

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



## YEAR R-6 BULLYING AND HARASSMENT POLICY

### 1. CONTEXT

Nazareth Catholic College 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 has a right to feel safe and protected against bullying and harassment by others. At Nazareth, harassment is defined as actions and/or words which cause hurt, discomfort, offence, fear, insecurity, embarrassment, or humiliation. This includes using electronic platforms such as inappropriate text messages and emails etc.

### 2. PURPOSE

Bullying and Harassment of any kind is not only illegal but is contrary to the mission statement and general philosophy of Nazareth. Any such behaviour will be treated as a serious breach of this and will be addressed accordingly, as outlined below.

Nazareth Catholic College is committed to:

- providing clear bullying and harassment guidelines for both students and parents / caregivers;
- establishing a protocol for the harmonious resolution of conflicts / grievances between parties to ensure all students feel safe at school;
- a restorative justice framework and approach.

### 3. RATIONALE

- 3.1. To ensure a standard set of procedures and consequences for students who violate this policy.
- 3.2. To provide support, strategy and skill development for those who have been subject to harassment.
- 3.3. To promote an understanding of an individual's right to their personal safety and wellbeing and the need for this to be protected.
- 3.4. To create and maintain a positive learning environment where all students have the right to come to school without the fear of harassment from others.
- 3.5. To promote justice and equity within our community.

### 4. DEFINITION

Bullying is defined as the persistent harassment of another.

For the purpose of this policy, the terms 'bullying' or 'harassment' can be defined as the exertion of power by an individual or group to make an individual/s embarrassed, excluded, offended, upset, afraid, or angry. It is behaviour that is intentional and repeated.

## 5. POLICY

### 5.1. Responsibility

The Nazareth Leadership Team is responsible for the planning, monitoring and continual improvement of the Bullying and Harassment Policy.

### 5.2. Acceptable Practices

This policy covers a spectrum of possible situations of bullying and harassment caused by a general lack of awareness towards the feelings of others through to deliberate premeditated abuse. As such, in the first instance, Nazareth will use a Restorative Justice approach with a set of graduating consequences being applied according to the repetition and nature of the harassment.

In the first instance, staff will follow the process outlined in the [Bullying Awareness document](#), which involves facilitating a Restorative Conversation with all parties involved and informing families. A record of conversations and actions will be kept on SEQTA via Pastoral Care notifications.

A Restorative Approach to addressing issues of Bullying and Harassment includes:

1. Speaking with the person experiencing bullying and / or harassment to gain an understanding of the context.
2. Convening a restorative conversation with those involved where students can openly discuss the situation. Through this discussion there will be opportunities to understand the impact of their choice on others, take responsibility and accept their role in moving forward in a positive way.

Following the restorative conversation, staff members will monitor and check in with students to ensure all are upholding their agreement to future behaviour.

Communication with parents / caregivers will be maintained throughout this process until the matter is resolved.

### **Repeat Occurrences**

Should the bullying and harassment continue, a conversation with a member of the Leadership Team will take place to help them understand the severity of their actions and the consequences that will stem from not following the policy. Parents / caregivers will be advised and asked to attend a meeting.

The student may be required to spend a full day in the leadership office in order to reflect, discuss and have time away from their peers. Parents / caregivers will be asked to accompany the child to a meeting with a member of leadership for a conversation prior to the student re-entering the classroom.

A 'Behaviour Plan' will be put in place to support the student to interact positively with others. A follow up restorative conversation may be needed between students so that relationships can be restored.



## 6. RESPONSIBILITY FOR IMPLEMENTATION, MONITORING, AND CONTINUAL IMPROVEMENT

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

- Principal
- R-12 Deputy Principal
- Head of Campus and Assistant Principal
- R-6 Wellbeing and Student Development Coordinator
- Campus Leadership Team members
- Class Teachers
- Findon Campus Staff

## 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
Next Review Date	June 2024
Previous Revision Dates	June 2023

