



STUDENT BULLYING AND HARASSMENT GUIDELINES

INTRODUCTION

Salesian College Sunbury (the College) is a Catholic community guided in the spirit and tradition of St John Bosco, working to make its school environment safe, supportive and respectful for all. It is a place where the inherent dignity of each person is valued and where everyone can grow towards achieving their full potential. The College aims to be free from bullying, harassment, discrimination and violence. These, and other such behaviors, jeopardise the rights and wellbeing of others. These are abuses of power and are unacceptable at the College.

At Salesian College Sunbury, bullying and harassment is explained as persistent, ongoing behaviour that creates a risk to health and safety. It occurs when an individual or a group deliberately upsets or hurts another person, their property, reputation or social acceptance on more than one occasion.

Examples of bullying and harassment can include many different behaviours, such as:

- Physical violence and attacks
- Verbal taunts, name-calling and put downs
- Threats and intimidation
- Homophobic comments
- Extortion or stealing of money and possessions
- Interfering with another person's property
- Exclusion from the peer group
- Written or illustrated harassment which may occur in the form of graffiti, offensive notes, comments, images or videos using ICT
- Racism and racial, religious or cultural prejudice – including physical and verbal abuse, exclusion, intimidation, stereotyping or online harassment
- Sexual harassment – unwelcome or unreciprocated conduct of a sexual nature which could reasonably be expected to cause offence, humiliation or intimidation
- Bullying or harassment targeting an individual's sexual orientation and other hostile behaviour towards students relating to their gender and sexuality
- Cyberbullying – the use of technology to bully a person or group.
- Behaviour that is inappropriately physical, social, verbal or emotional
- Behaviour that makes people feel unwanted, humiliated, unsafe, excluded or isolated
- Behaviour that results in unwanted sexual attention
- Behaviour that involves the inappropriate or illegal use of information and communication technologies such as phone calls, texts, images, emails, social networking sites, chat rooms, etc.

WHAT BULLYING IS NOT

Not all distressing behaviours are examples of bullying. Three socially unpleasant situations that are often confused with bullying include:

- **Mutual conflict:** In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation, with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.
- **Social rejection or dislike:** Unless the social rejection is directed towards someone specifically and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

- **Single-episode acts:** Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different students is not the same as bullying.

AIMS

The College Bullying and Harassment Guidelines have been developed to:

- Promote a moral, pastoral and legal responsibility to investigate any incidents of bullying and harassment that manifest themselves at school and endeavor to ensure that it does not continue
- Create a learning environment that is safe, supportive and enables all students to achieve and thrive
- Respond respectfully and appropriately to all incidents of bullying and harassment in the school community and, in line with Don Bosco's vision, *the College has a strong focus on developing programs and preventive approaches within the life of the College that are proactive in building respectful relationships amongst students, staff and parents.*
- Develop all students as responsible digital citizens through its educational programs.

GUIDING PRINCIPLES

The principles which guide the College's Bullying and Harassment Guidelines are:

- in line with the MACS Guidelines for Student Behaviour Management
- to provide a safe, supportive and respectful teaching and learning community that promotes student wellbeing in line with the National Safe Schools Framework
- being committed to caring for and supporting all young people, cultivating genuine, open and accepting relationships, having a rich experience of interaction and sharing in an active, engaging and constructive manner as highlighted in the Charter for Salesian Schools in Australia.

DETAILS

- The Oratory Classroom is designed to offer pastoral support to all students and aims to build positive rapport and relationships among all members of the community.
- The College delivers educational programs throughout both formal curriculum and pastoral activities that focus on students developing their understanding of the impact of bullying and harassment on all parties. These programs are designed to aid the processes of preventing conflict, restoring respect and relationships, and building resilience.
- The College conducts programs specifically to educate in the areas of digital citizenship and responsibility.
- The College has in place appropriate procedures for reporting, recording, monitoring and resolving incidents of bullying and harassment. Students are empowered and supported through these reporting and monitoring processes (see Appendix A)
- In most cases, the College will follow a restorative approach to the resolution of incidents of bullying and harassment. In line with the College's Student Behaviour Policy, there may also be consequences in response to these incidents.
- Incidents involving racism, particularly those affecting Aboriginal and Torres Strait Islander students or families, are treated seriously. They will be managed in accordance with this Policy, the Student Behaviour Policy and the Child Safety and Wellbeing Procedure, and may result in appropriate consequences including restorative processes, behaviour interventions, formal warnings or other disciplinary action.
- In more serious incidents, it may be necessary to inform and involve outside authorities
- In the case of ongoing bullying and harassment of students and/or very serious incidents and threats to members of the community, the enrolment of students involved may be reviewed by the Principal.

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Post Implementation Review: Student Wellbeing Team	01/03/2016 28/04/2020 01/06/2021 28/08/2023 21/01/2025 01/09/2026	Reviewed, with no change Name change from Harassment Guidelines for consistency with staff policy/guidelines Changes tile to include (cyberbullying) reflecting MACS Added amendments to what is bullying Added what bullying is not Added Appendix A- Bullying Response Flow chart Reviewed, minor changes Reviewed, minor changes from VRQA recommendations
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