Salesian College SUNBURY | Policies

STUDENT BULLYING AND HARASSMENT POLICY

Salesian College Sunbury is an inclusive Catholic Faith Community in the spirit of St John Bosco.

- We are a welcoming COMMUNITY that fosters an atmosphere of joy and optimism.
- We strive for engagement in LEARNING for which we are collectively responsible.
- We promote the pursuit of EXCELLENCE in all aspects of life.
- We are inspired by our FAITH to serve others and develop as resilient, thoughtful and caring citizens of the world.

Central to these values is an unequivocal commitment to fostering the dignity, self- esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

INTRODUCTION

At Salesian College we take pride in our Salesian Catholic heritage which offers our students care and guidance and which is a "sign and the bearer of the love of God for the young". These are values that are extended to every person in our College community. Therefore, all students and staff have the right to work and relax in dignity and safety.

Our Preventive System of education obliges us to develop and maintain proactive and caring approaches in the management of relationships throughout the College. A policy that educates our students, their families and our staff will promote healthy and positive relationships. Where bullying or harassment occurs, it is our responsibility to intervene with procedures which are consistent and recognise the right to natural justice of all parties. All Bullying and Harassment procedures should be created with the aim of changing attitudes as well as behaviour.

We will strive to work in the spirit of the Gospel of John, which entreats "Just as I have loved you, you love one another. By this everyone will know you are my disciples".

AIMS

The Student Bullying and Harassment Policy will be implemented and guided by the Salesian Catholic heritage. This policy will provide a framework for education in our school community regarding the various forms of bullying and the impact it can have on adolescents and adults. The Policy will provide processes which will enable the school to minimise incidents of bullying and harassment in our community. It will outline procedures for individuals to report issues of concern and resolve conflicts in a safe and just manner.

BULLYING AND HARASSMENT DEFINITION

Bullying and harassment is a pattern of unreasonable conduct which causes embarrassment, pain or discomfort to another person 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.

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.

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.

RIGHTS AND RESPONSIBILITIES

All members of the College Community have rights and responsibilities.

A. Rights

All members of the College Community have the right to:

- Feel safe, secure and be treated with respect in the school environment
- Have property treated with respect
- Gain assistance and support when involved in a bullying issue
- Have issues and concerns dealt with in a professional and confidential manner.

B. Responsibilities

All members of the college community have a responsibility to:

- Honour the College's commitment to the Salesian College Wellbeing Policy
- Contribute to a safe school environment by modelling appropriate anti-bullying behaviour in daily relationships
- Disclose any concerns about bullying or harassment to someone who can be trusted such as a Year Leader, Campus Director, counsellor, teacher or friend
- Display respect, acceptance and courtesy when interacting with all members of the College Community
- Value and accept the diversity of the school community
- Attempt to understand and value the different physical and emotional needs of others
- Inform families about enactments of the policy relating to their child

- Provide confidentiality for the victim and instigator of bullying and harassment whenever possible
- Apply the procedures of the Salesian College Sunbury Student Bullying and Harassment Policy to all parties in a fair and unprejudiced manner.

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Post Implementation Review: Executive	18/03/2021 01/06/2021 20/07/2023 21/01/2025 01/09/2026	 Name change from Bullying Policy for consistency with staff policy Addition of 'What bullying is not' Slight addition to definition of bullying' A response pathway included Reviewed, minor changes Reviewed, minor change from VRQA recommendation
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