



# Anti-Bullying & Harassment Policy

As a Catholic School in the Ignatian tradition, Xavier Catholic College believes that a student's wellbeing is paramount.

That is, in order for students to learn to the best of their ability and to extend personal growth, they must have a safe and positive environment in which to spend their time.

Xavier Catholic College recognises the need to work in partnership with students, parents and staff to foster positive relationships, promote personal responsibility and facilitate successful educational outcomes, based on the Gospel values and the charism of St Ignatius of Loyola.

Our College motto ‘Finding Jesus in All Things’, calls each one of us to value the dignity of every member of our community. We aim to cultivate in our students an ability to recognise and value safe and positive relationships based on the College commitment to an accepting and welcoming community, where relationships are formed and nurtured according to the Gospel messages of compassion, justice and peace.

Bullying/Harassment of any kind is not only illegal (various State and National Laws) but is contrary to the College’s Mission Statement and general philosophy, as evidenced by the principles in our Responsible Behaviour Policy. Any such behaviour will be treated as a serious infringement of the College’s student ‘Responsible Behaviour Policy’.

# What is bullying?

Bullying is 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.



## Types of Bullying

### Face-to-Face Bullying

Sometimes referred to as direct bullying, it involves physical actions such as punching or kicking or overt verbal actions such as insulting and name-calling.

### Covert Bullying

Sometimes referred to as indirect bullying, this is a subtle type of non-physical bullying which is not easily seen by others and is conducted out of sight, and often adults are unaware of its existence.

These include:

- using hand gestures and threatening or strange/socially inappropriate looks;
- whispering, excluding, turning one’s back on a person;
- blackmailing, spreading rumours, threatening, negatively influencing friends;
- revealing secrets, gossiping, criticising clothes and personalities.

### Cyber-Bullying

Cyber-bullying is a term used to describe bullying that is carried out through internet or mobile phone technologies. It is often combined with off-line bullying.

Examples of Cyber-bullying include:

- the sending of abusive texts or emails;
- taking and sharing unflattering or private images, including naked or sexually suggestive images;
- posting unkind messages or inappropriate images on social networking sites;
- excluding individuals from online chats or other communication;
- assuming the identity of the victim online and representing them in a negative manner or a manner that may damage their relationship with others;
- repeatedly, and for no strategic reason, attacking players in online gaming.

## What is Harassment?

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

- identity;
- race;
- culture or ethnic origin;
- faith;
- physical characteristics;
- gender;
- sexual orientation;
- marital, parenting or economic status;
- age;
- ability or disability.

This can be considered bullying in some cases.

## What is Conflict?

Conflict is a mutual disagreement, argument or dispute between people where no-one has a significant power advantage and both feel equally aggrieved. Conflict is different to bullying because there is always an imbalance of power in bullying.

*\* This scenario will be dealt with by the existing Responsible Behaviour Policy.*

## What Bullying is Not

Bullying is different from rough-and-tumble, teasing or school yard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between the students involved.

### 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. However, 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 or shove is not bullying, neither is nastiness or physical aggression directed towards many different students.

## What Can You Do?

### STUDENT

Talk to a:

- Friend
- Parent/family member
- Teacher/trusted staff member
- Go online or call a Kids Helpline counsellor

### Try some strategies

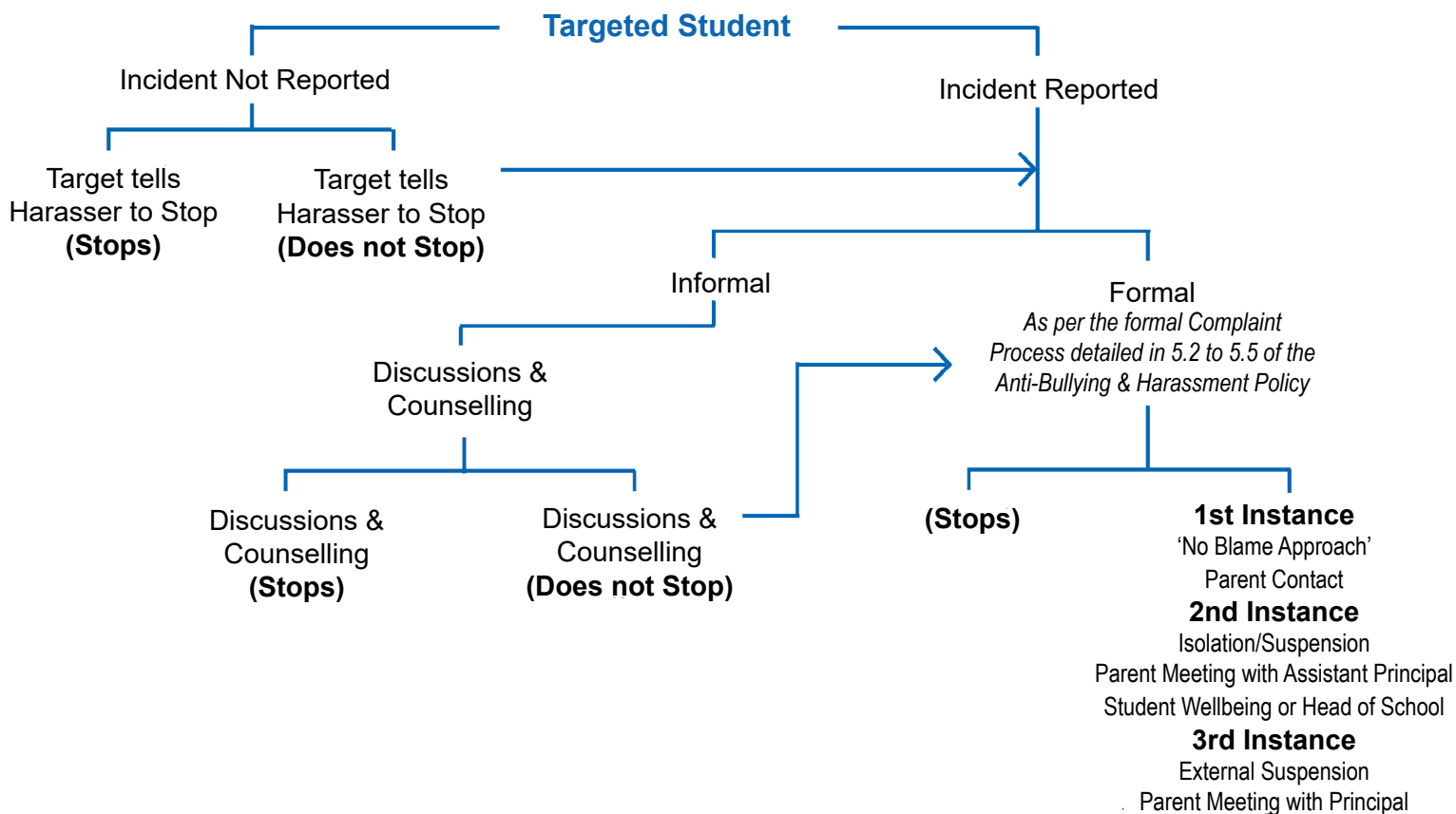
- Ignore the bullying - turn your back and walk away
- Act unimpressed or give the impression that what has happened has not affected you. You could say “Okay, no problem” and walk away or say nothing
- Say ‘No’ firmly
- Try using ‘fogging’ to distract or discourage the person bullying without antagonising them. Fogging means making a joke or funny comment that makes the other person think you don’t care about what they say, or pretending to agree with them so they have nothing to bother you about.

### PARENT

- Stay calm and positive
- Talk with your child
- Do not advise your child to fight with the other child
- Report the bullying to the College

## Process

The 'targeted student' reports the incident and wishes for the complaint to be dealt with either formally or informally. This process is outlined below in detail.



## WHO CAN HELP?

- **Trusted staff member**
- **College Guidance Counselling Team**
- **Kids Helpline** 1800 55 1800  
24 hours a day, 7 days a week.  
[www.kidshelp.com.au](http://www.kidshelp.com.au)
- **Lifeline** 13 11 14
- **Child and Youth Health** [www.cyh.com.au](http://www.cyh.com.au)
- **Bullying. No Way!**  
[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)
- **NetAlert** [www.netalert.net.au](http://www.netalert.net.au)
- **Think U Know** [www.thinkuknow.com.au](http://www.thinkuknow.com.au)
- **Childrens eSafety Commissioner**  
[www.esafety.gov.au](http://www.esafety.gov.au)

