



Christian Brothers College

Student Bullying and Harassment Response Procedure

Context

Christian Brothers College, as a Catholic school in the Edmund Rice tradition, contributes to the development of young people through education and their formation in Christian virtue and conscience. The school aims to demonstrate the Church's commitment to the dignity of the individual, particularly by being called to relationship in community. We believe in the inestimable worth of every human individual, for each made in the image of God and is a reflection of God's goodness. Each person, therefore, has a right to feel safe and comfortable, and each person has the responsibility to show respect for themselves and for others.

Principles

- Bullying and harassment do not accord each individual the dignity inherent in their humanity as being made in the image of God;
- Bullying and Harassment is unacceptable and can be illegal;
- Each person at the college has a right to feel safe and be free from bullying and harassment;
- Each person at the college has the responsibility to show respect for themselves and others;
- The College aims to contribute to the development of young people through education and their formation in Christian values;
- The College does not accept bullying and harassment and its response to those involved will be informed by the principles of justice, reconciliation and subsidiarity.

Procedure

Bullying and Harassment are unacceptable and Christian Brothers College is committed to creating an environment and community wherein bullying and harassment are not tolerated, and where students are taught the values and practice of respecting the dignity and well-being of all other individuals.

Definitions

Broadly speaking, harassment is defined by our Harassment Policy (Student against student) and Bullying Prevention and Intervention Policy.

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident, there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- **Physical bullying** which involves physical actions such as hitting, pushing, obstructing or being used to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- **Psychological bullying** which is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.
- **Indirect bullying** which is when deliberate acts of exclusion or the spreading of untrue stories are used to hurt or intimidate someone.
- **Cyberbullying** which is the ongoing abuse of power to threaten or harm another person using technology. Cyberbullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

Harassment is unwelcome behaviour that intimidates, offends, or humiliates a student because of a particular personal characteristic.

Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours. Harassment is different from bullying in that it is a form of discrimination and is unlawful where the basis for harassment relates to a personal characteristic which is protected by law, such as:

- Sex and gender identity or sexuality and sexual orientation;
- Race, religion, ethnic background; and
- Disability.

Bullying and Harassment may be physical, verbal or emotional and can result in a loss of self-esteem and decreased social effectiveness for the victim. It can be direct or indirect, including via the use of technology, for example by mobile phone or internet.

Examples of Bullying / Harassment, not excluding other forms

- Pushing, hitting, physical assault, spitting, damaging the property of someone else;
- Using 'Put downs', sarcasm, name calling, ridiculing, threatening;
- Making rude or threatening signs;
- Demanding money, food or other belongings;
- Hurting friends by ignoring or isolating them, or by spreading rumours about them;
- Unwanted touching;
- Persistent movement of another person's property;
- Deliberately excluding someone due to achievements, personal appearance and abilities;
- Making derogatory, insulting, demeaning or mocking comments about a person's sexuality, race, culture, religious beliefs, ability, background, social or family status;
- Whistling, gesturing or making comments about an individual's body or physical appearance (sexual harassment);
- Spreading rumours about a person.

Christian Brothers College has a strict "Hands-Off" approach, where unnecessary contact between students and their belongings is to be upheld at all times to maintain the dignity, safety and wellbeing of students. No student is to use any form of physical violence against other students, even in "fun" or as a "practical joke."

What happens if someone is bullied or harassed at school, or when in the care of the school?

Reporting an Incident

If a student feels they have been bullied or harassed they should:

- Ask the person responsible to stop. Students are encouraged to seek the assistance of a staff member if needed at this stage.
- Report the incident to a friend, their Class/Pastoral Care Teacher or parent, or contact the Head of Junior Campus, a Head of House, Head of Middle Years and Transition or the Director of Students.

- If a student, parent or other person, witnesses or becomes aware that, a student is being harassed or bullied they should:
- Report the incident to a teacher, (Class/Pastoral Care Group Teacher in the first instance), Head of Junior Campus, Head of House, Head of Middle Years and Transition or the Director of Students.

Student Bullying and Harassment

First Response

- Once reported a designated teacher (Class/Pastoral Care Group Teacher, Head of Junior Campus, Head of House, Head of Middle Years and Transition or the Director of Students) will investigate the incident.
- Attempts will be made to resolve the incident, normally through a mediation process chaired by a designated teacher between the parties involved.
- The incident will be documented on SEQTA, cross-referencing the names of all involved on each student's file.
- Parents of all students involved will be notified.
- A resolution will be sought through restorative conversations between students involved and, facilitated by an appropriate staff member.
- In serious cases, a subsequent response may be a part of resolving a concern.

Subsequent Response

- If harassment or bullying continues, the Head of Junior Campus, Head of House, Head of Middle Years and Transition or the Director of Students will be advised and a meeting will be held at which a formal agreement will be negotiated between students and parents.
- Depending on the school's judgement of the seriousness of an incident, the culpability of perpetrators and/or bystanders, or repeated incidents (third notification) of harassment or bullying, the Deputy Principal, Head of Junior Campus or Director of Students will issue a more serious consequence.
- Counselling and other avenues will be explored to assist the perpetrator to cease bullying.
- Continued Restorative Practices will be applied to reach a resolution.
- Failure to comply with College expectations regarding harassment or bullying, after mediation and meetings with all concerned, will result in the perpetrator's enrolment at the College being reviewed.

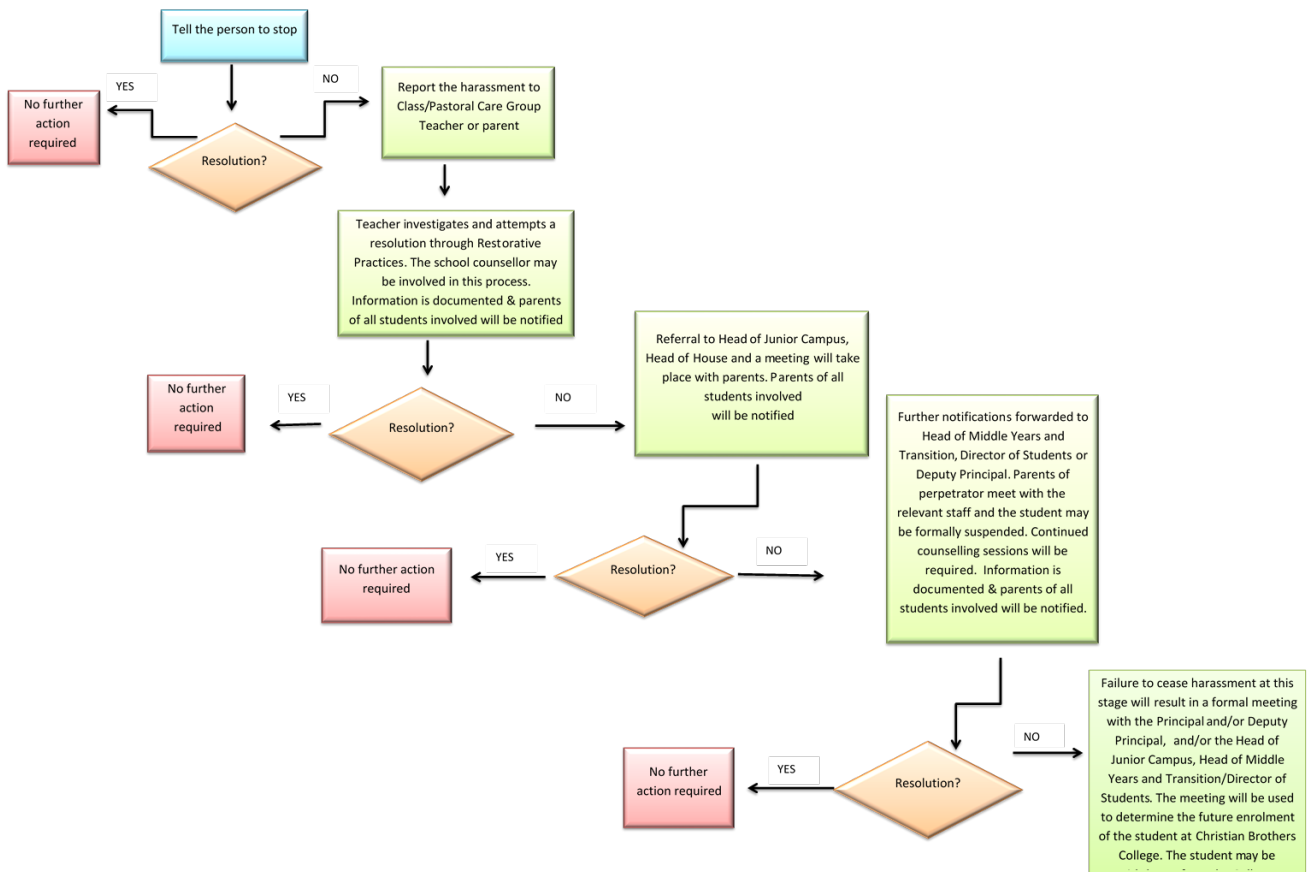
- It is the responsibility of every member of the Christian Brothers College community to create a safe environment free from bullying and harassment. Bullying and harassment can be actively or passively condoned by the presence of bystanders and silent witnesses, who will therefore be subject to the same processes of mediation, counselling or disciplinary response, as the perpetrator/s.

All incidents of bullying and harassment will be documented:

- On the confidential SEQTA notes of each student involved, including any consequences.
- By copies of any correspondence being added to the relevant students' files

Parents of all students involved will be notified in the first instance and will be involved more formally in subsequent incidents.

Process Flowchart



Beyond School

Where bullying or harassment occurs in circumstances in which the school is not directly responsible for the care of the student/s involved, it reserves the right to respond in terms of the above procedures if it judges this appropriate in the interests and wellbeing of the student/s and of the College environment.

Monitor and Review

Compliance with this procedure will be conducted by the Pastoral Care Team at their mid-year review meeting

This document shall be reviewed annually.