



## **Bullying and Harassment Prevention Policy**

### **College Mission**

Cabra Dominican College is a Catholic school in the Dominican tradition. It strives to provide an environment that nurtures and develops young people's unique gifts: liberating them in the search for truth and empowering them to create a better world. Cabra Dominican College is committed to providing an environment in which all students feel welcomed, safe and valued.

### **Context**

In this context the Bullying and Harassment Prevention Policy reflects:

- Restorative Practice principles that focus on the community, relationships and healing;
- a belief in an education which aims at reconciliation, student autonomy and responsibility;
- a belief in the inherent dignity of each person;
- our deep respect for ourselves, each other and the environment in which we live;
- a learning environment that enables reflection, ownership, empowerment and growth.

Cabra aims to create a supportive environment in which students are empowered to be young men and women of truth, hope and integrity. Students are encouraged to respect and support the rights of others and develop positive, respectful relationships. Particular attention is provided to nurture relationships and reconciliation within the restorative framework. Cabra is a place where the opportunity for learning and growth is at the heart of our student behaviour education process.

### **Policy Statement**

Cabra's Bullying and Harassment Prevention Policy aims to provide clear definitions of, and strategies for dealing with, any form of inappropriate behaviour linked to bullying or harassment.

### **Scope**

This policy applies to all students, parents/caregivers and is supported by staff working within or for Cabra Dominican College.

### **Principles**

All members of our community have an equal right:

- to be treated fairly;
- to feel safe and secure;
- to learn to grow to his/her full potential;
- to feel valued, accepted and cared for as a unique individual;
- to have his/her property respected.

### **Definitions**

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.

Bullying is also defined as 'consistent, ongoing, negative behaviour towards another individual'. It is unwelcome behaviour towards another person because it makes that person feel humiliated, threatened or unsafe. There are various types of bullying, some include:

- lies or rumours;
- threats or dares;

- cyberbullying;
- verbal abuse and teasing;
- exclusion;
- physical behaviour.

Harassment covers a wide range of behaviours of an offensive nature. It is unwelcome behaviour towards another person that intends to trouble or annoy.

Cyberbullying is 'the use of technology to bully a person or group by an individual or group with the intent to harm another person or group' (esafety.gov.au, 2017). Cyberbullying can be both overt and covert in nature. As suggested by McLean (2014) examples of cyberbullying include, but are not limited to:

- harassing and threatening message sent using any form of technology;
- sending or forwarding on nasty text messages, instant messages, social media messages or repeated prank phone calls;
- using a person's screen name to pretend to be them;
- using a person's password to access their account and then pretend to be them;
- sending or forwarding on sexually explicit images – 'sexting';
- posting, sending or forwarding on mean or nasty comments or pictures;
- intentionally excluding others from an online group.

We also recognise that there are other possible points of conflict that can be difficult but are not necessarily examples of bullying:

- breakdown in friendship groups;
- renegotiations within friendships;
- misunderstandings between individuals.

We know that students can face a number of challenges and may wish to seek support and help when working through these points of conflicts. As such, we recommend students speak with a trusted adult or make an appointment with someone on our counselling team, via Student Services or the SEQTA 'Counselling' button.

## Responsibilities

Students will:

- report incidents of bullying and/or harassment to a trusted adult
- follow our *Bullying and Harassment Prevention Policy*
- treat others with respect, fairness and courtesy, and not hurt others;
- respect the position and authority of staff;
- respect and care for school property and the property of others;
- respect the right of others to learn and teachers to teach;
- respect all people, who are made in the image of God, equally, fairly and justly;
- behave in a manner that brings credit upon self, family and the College;
- follow the *Cabra Principles for Working Together*;
- behave appropriately, respecting individual differences and diversity;
- be responsible digital citizens;
- be responsible bystanders.

Parents/caregivers will:

- provide a supportive environment for their children;
- reinforce positive and responsible behaviour;
- support their children to become responsible digital citizens;
- support their child in developing positive responses to incidents of bullying consistent with the College plan;
- work collaboratively with Cabra staff members to promote personal responsibility;
- be aware of the College policy and assist their children in understanding bullying behaviour;
- contact the College if they have any concerns or issues to discuss.

Staff will:

- be a role model for all members of the community by treating others with respect;
- implement the College policy in a fair, responsible and consistent manner;
- use a restorative approach when working with student behaviour issues;
- educate students towards self-directed right behaviour that respects, promotes, nurtures and protects healthy relationships;
- be positive and authentic in their disposition towards young people and their families;
- follow the *Responding to Inappropriate Behaviour Procedures* and *Our Restorative Approach Process*;
- engage in ongoing professional learning;
- maintain accurate records as necessary.

In addition, teachers will:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Executive Leadership will:

- respect and support students and staff;
- model and promote appropriate behaviour;
- ensure that the College is adequately resourced;
- provide teacher/staff development;
- ensure Cabra's policies, procedures, systems and processes enable the development of personal responsibility;
- be involved in the management of instances with may involve suspension/mandatory notification/police notification;
- support House Leaders and staff with persistent breaches of policy by students;
- maintain accurate records as necessary;
- respond in a timely manner to incidents of bullying according to Cabra's *Bullying and Harassment Prevention Policy*.

All members of the Cabra community have a responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community;
- support *Cabra's Bullying and Harassment Prevention Policy* through words and actions;
- work collaboratively with staff to resolve incidents of bullying when they occur.

#### **Related Documents and References**

- SACCS Behaviour Education and Personal Responsibility Policy (2010)
- SACCS Policy for the Care, Wellbeing and Protection of Children & Young People (2011)
- CESA Pastoral Care Policy (2016)
- Cabra Responding to Inappropriate Behaviour Procedures
- Cabra Restorative Approach Process
- Cabra Procedure for Dealing with Bullying and Harassment
- Cabra Principles for Working Together
- <https://www.esafety.gov.au/complaints-and-reporting/cyberbullying-complaints/social-media-services-safety-centres>

**Policy Title:** Bullying and Harassment Prevention Policy  
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