



Bullying and Harassment Prevention Policy

1 Context

- 1.1 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.
- 1.2 In this context this 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; and
 - a learning environment that enables reflection, ownership, empowerment, and growth.

2 Policy Statement

Bullying and Harassment does not belong in a thriving community. This Policy, therefore, clearly defines what constitutes bullying and harassment, together with Cabra's approach to, and strategies for, dealing with any form of inappropriate behaviour linked to bullying or harassment.

3 Definitions

Bullying means consistent, ongoing, negative behaviour (whether verbal, physical, social or psychological) towards another individual which makes the other individual feel humiliated, threatened or unsafe. In this context, Bullying often involves the misuse of power by an individual or group of people towards one or more persons and may include:

- spreading rumours or lies;
- threats;
- dares;
- Cyberbullying;
- verbal abuse;
- teasing;
- exclusion; or
- physical behaviour.

To avoid doubt, **Bullying** does not necessarily include other points of conflict such as:

- breakdown in friendship groups;
- renegotiations within friendships; and
- misunderstandings or one-off conflicts between individuals.

Cyberbullying is ‘the use of technology to bully a person with the intent to hurt or intimidate them’ (esafety.gov.au, 2021). Cyberbullying can include, but is not limited to:

- Harassing, Bullying or and threatening others using any form of technology;
 - sending or forwarding nasty or abusive text messages, instant messages, social media messages or repeated prank phone calls;
 - humiliating others online
 - sending or forwarding on sexually explicit images (‘sexting’);
 - using a person’s screen name or otherwise imitating other’s online;
 - using a person’s password to access their account and then pretend to be them;
 - creating fake accounts to trick someone or humiliate them
 - intentionally excluding others online.
 - spreading nasty online gossip and chat
- (McLean, 2014; eSafety.gov.au, 2021)

Harassment is unwelcome and persistent behaviour towards another person that intends to trouble, annoy, or offend, and covers a wide-range of behaviours of an offensive nature.

Restorative Practice means the strategy or framework which focuses on relationships and attempts to “repair the harm that has been caused ... through the active involvement of all stakeholders ... in discussing what happened and deciding on the appropriate outcomes” (Sumner, Silverman, & Frampton, 2010; Morrison, Blood and Thorsborne, 2005).

4 Scope

- 4.1 This policy applies to all students.
- 4.2 Staff working within or for Cabra Dominican College and parents and caregivers will support this policy.

5 Principles

- 5.1 All members of our community have an equal right:
 - (a) to be treated fairly;
 - (b) to feel safe and secure;
 - (c) to actualise their potential;
 - (d) to feel valued, accepted and cared for as a unique individual; and
 - (e) to have their property respected.
- 5.2 Cabra will take an educative approach to Bullying prevention, ensuring that preventative education is a part of the College’s Pastoral Care curriculum.
- 5.3 Where a student considers that they are a victim of Bullying or Harassment, the student or their parent/caregiver should notify that student’s House Leader or another Cabra staff member as soon as practicable.
- 5.4 All allegations of Bullying or Harassment will be responded to in keeping with the “Process for Dealing with Allegations of Bullying or Harassment”, set out in the Student Handbook.
- 5.5 Responding to Bullying and Harassment is taken against the background of Restorative Practice, seeking to empower the victim and restore relationships. The response will be tailored to the individual circumstances of each case and will be informed by best-practice.

5.6 Where required, parents and caregivers will work in partnership with Cabra staff to resolve allegations of bullying and harassment in keeping with this Policy.

6 Related Documents and References

- [Bullying. No Way! Resources](#)
- Cabra Student Handbook, including:
 - Cabra Responding to Inappropriate Behaviour Procedures
 - Cabra Restorative Approach Process
 - Cabra Procedure for Dealing with Bullying and Harassment
 - Cabra Working Together Principles
- [eSafety Commissioner – Cyberbullying Resources](#)
- [Kids Helpline – Bullying Resources](#)

7 Revision Record

Document Title	Bullying and Harassment Prevention Policy						
Document Type	Policy						
Document Date	November 2021						
Process Owner	Deputy Principal: Student Wellbeing and Leadership						
Contact	Jason Thur (jthur@cabra.catholic.edu.au)						
Approval Authority	Executive Leadership Team						
Review Date	February 2024						
Policy Distribution	Website	✓	MS Teams	✓	SEQTA	✓	BoardTrac
Revision History	Edition Number	Date		Description of change			
	1.0	2018					
	2.0	2021		Substantial revision			