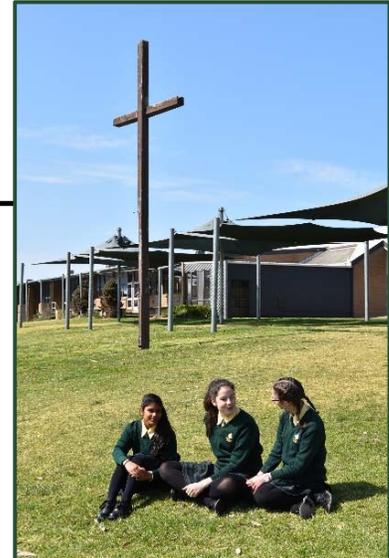




Nagle College Student Wellbeing



Anti-Bullying and Anti-Harassment Policy
Restorative Practice – Building Healthy Relationships
Positive Behaviour Support
Uniform Policy and Requirements

Nagle College Anti-Bullying and Anti-Harassment Policy

Rationale

Nagle College is a Catholic community in the spirit and tradition of Nano Nagle and St John Bosco. The College places great emphasis on Gospel values and respect for persons. In a Christian community all members (staff, student and parents) have the right and expectation to be treated equitably and justly.

Foundational to the nature of pastoral care in Catholic schools is the belief that each person is created in the image and likeness of God, with the inherent dignity that this implies, and all are created as social beings, with the mutual rights, obligations and needs that this implies.

Nagle College values the diversity of the school community and respects the differences of individual employees and students, recognizing that each person has unique talents and skills. Nagle College believes that all staff and students are entitled to an environment in which they can enjoy their relationships with colleagues, teachers and fellow students free from unwanted bullying and harassment of any kind.

Bullying and harassment are behaviours that jeopardise the rights and wellbeing of others. Nagle College aims to be free from bullying, harassment, discrimination and violence. This is both a moral and legal obligation. These behaviours are unacceptable at the College.

Scripture

'All members may be concerned for one another. If one member suffers, all members suffer; if one member is honoured, all members share this joy. You then are the body of Christ.'

[1 Corinthians 12:25-27]

Bullying

The national definition of bullying for Australian schools is:

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons.

Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Types of Bullying include:

- *Emotional*: being unfriendly, excluding, tormenting (eg hiding books, threatening gestures);
- *Physical*: pushing, kicking, hitting, punching or any use of violence;
- *Racist*: racial taunts, graffiti, gestures;
- *Sexual*: unwanted physical contact or sexually abusive comments;
- *Homophobic*: because of, or focusing on, the issue of sexuality;
- *Verbal*: name calling, sarcasm, spreading rumours, teasing;
- *Cyber*: involving the use of digital technology including mobile phones, computers, social media sites, text messages, email, internet chat rooms, or posting inappropriate/unkind messages or images on social networking sites. This includes stalking.

Under amendments to the Crimes Act 1958 (Vic) serious bullying constitutes a criminal offence. The legislation amended the crime of stalking to include behaviour that is generally characterized as bullying including: making threats to the victim, using abusive or offensive words in front of the victim, performing abusive or offensive acts in front of the victim or directing abusive or offensive acts towards the victim and would include any behaviour that could reasonably be expected to cause physical or mental harm or arouse apprehension or fear in the victim for his or her own safety or that of any other person.

Harassment

Harassment is when a person is persistently troubled, tormented, annoyed or persecuted by repeated attacks, questions or problems based on personal attributes such as gender, religious beliefs, disability, race, age, or marital status.

Sexual Harassment

Sexual harassment is an unwanted, unwelcome or uninvited behaviour of a sexual nature in relation to another person in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be humiliated, intimidated or offended. Sexual harassment can take many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile working environment.

Sexual harassment is **not** behaviour which is based on mutual attraction, friendship and respect. If the interaction is consensual, welcome and reciprocated it is not sexual harassment.

Some signs which may indicate a student is being bullied:

- Change in attendance at school
- Change in achievement levels
- Unexplained injuries
- Change in sleep patterns
- Change in eating patterns
- Withdrawal from activities or groups
- Neglect of physical appearance
- Long lasting mood changes

'Tackling bullying is everyone's responsibility'

What if you are bullied?

- Tell the person who is bullying or harassing you to stop, if you feel confident to do so.
- Discuss the situation with someone you trust.

Students should immediately report all incidents of bullying to a staff member. The student who alleges bullying should complete the official Nagle College Report of Bullying Form or make an E Report using the icon on the Simon Home Page. This form is to be submitted to the student's School Co-ordinator who will investigate the allegation.

What other students can do:

If you witness bullying:

- Support the student who is being bullied, if possible
- Don't join in
- Talk to someone you trust who can help
- Remember always to report bullying
- If you feel confident to do so, tell the persons responsible for bullying to stop.

The person causing the bullying should:

- Stop the bullying behaviour immediately
- Try to understand how words and/or actions chosen have been harmful and learn from the experience
- Make a commitment to address the issue. Follow strategies and advice given.

'Together, working to create a safe and supportive environment'

(National Safe Schools Framework)

What parents/persons with parental responsibility can do:

- Communicate regularly with your child, listen carefully, encourage them to talk about their feelings openly.
- If you recognise some signs of bullying, make sure your child knows you believe them and care for them.
- Don't attempt to 'sort out' the bullying yourself, this usually results in escalation.
- Don't assume that the teachers know – bullying usually occurs out of sight of adults.
- Ensure, as far as possible, that your child knows what action you are proposing to take and agrees with it. Be guided by their response.
- Parents/persons with parental responsibility are encouraged to report allegations of bullying made by their child to their child's Pastoral Teacher or School Co-ordinator as soon as practicable for investigation.
- If your child is being bullied or involved in bullying others, work co-operatively with the school.

What the College will do:

- Take all allegations of bullying seriously.
- Many programs at the school seek to increase our capacity to care for others and ourselves and to develop an awareness of the impact of bullying on others.
- Offer support for all parties involved.
- Seek to restore damaged relationship through use of restorative practices. This could include a meeting involving all those affected.
- Implement the school Positive Behaviour Support Strategies which could include referral to counsellors, restorative meeting or other appropriate strategies.
- Refer matters to Victoria Police where appropriate.



Restorative Practice – Building Healthy Relationships

“Restorative Practices is a philosophy which guides the way we act.”

[Watchel, 1999]

Restorative Practice has been developed with one specific goal in mind: to support and facilitate the building of healthy relationships. It has been proved beyond doubt that when individuals live in healthy and life giving relationships with significant others, there is abundant personal growth, capacity for character building and high level of achievement in all areas of endeavor. The purpose and focus of restorative practice is in learning and focusses on cognitive behaviour strategies that allow us to deal with conflict/bullying in a way that focusses on repairing harm and building healthy relationships.

The restorative approach:

- Includes strategies for learning, managing and resolving conflict.
- Recognizes the importance of building and maintaining quality relationships.
- Is supported by current research and psychology.
- Is underpinned by the values of compassion, forgiveness and inclusiveness.

Basic to the restorative process are the restorative questions; these focus on specific behaviours without blaming, use relational questions and direct questions towards problem solving.

Incident/ Behaviour Issue	What happened? <ul style="list-style-type: none">◦ How did it happen?◦ How did you act in this incident?
Affect	Who do you think was affected/hurt? <ul style="list-style-type: none">◦ How were they affected/hurt?◦ How were you affected/hurt?
Solution	What needs to happen to make things right?
Teaching and Learning	If the same situation happens again, how could you behave differently? What support do you need? Who can you go to for support?

Positive Behaviour Support

Nagle College's motto '*Let Your Light Shine*' seeks to promote a respectful, secure and healthy environment in which students are encouraged to be their best. Effective Pastoral Care means guiding students by providing genuine opportunities for them to learn and grow. They come to school to work and their work is learning.

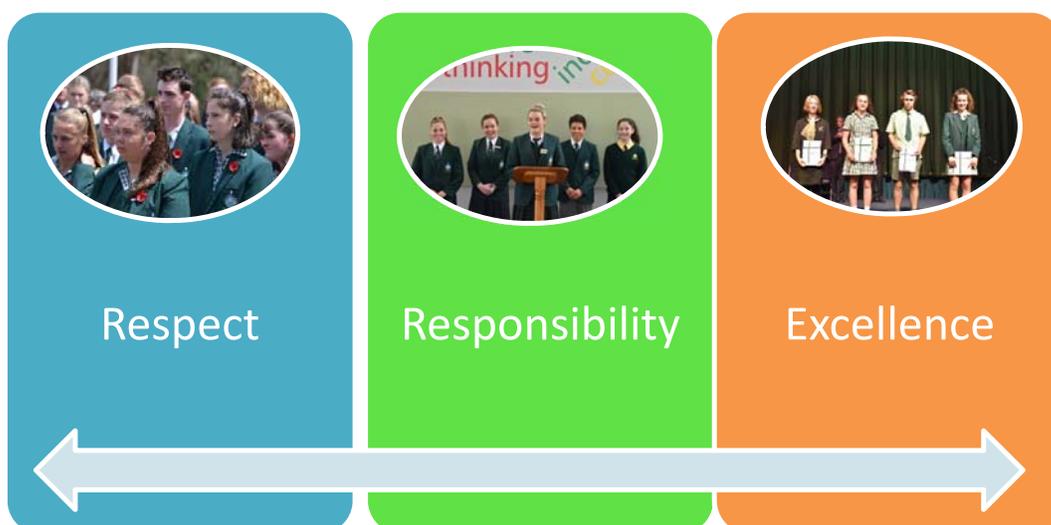
As a Catholic school our behaviour support policies and procedures seek to foster the dignity, self-esteem and integrity of children and young people and aim to provide them with safe, supportive enriching environments to build inclusive, supportive and respectful relationships. The Positive Behaviour Support Model aims to foster responsibility for actions, and to both change and heal unhelpful behaviours. Research shows that promoting positive behaviour in schools leads to increased student engagement and improved academic outcomes.

Our model of positive behaviour support is designed to clearly articulate positive behaviour expectations and put in place a series of supports and interventions to support students who are not meeting expectations to be able to do so.

School-Wide Expectations

As part of a Whole School Approach to Positive Behaviour Support we have developed a set of School-Wide Expectations. These are the specific positive behaviours that underpin the way that we expect people to conduct themselves at Nagle College. These behaviours reflect the school community's philosophy and vision and focus on respectful relationships and apply across the entire school environment for all members of the school community.

Our school wide expectations are:



The Behaviour Expectation Matrix translates our three School-Wide Expectations into expected behaviours.

Nagle College Whole School Positive Behaviour Expectation Matrix:

NAGLE COLLEGE : SCHOOL-WIDE EXPECTATIONS

Motivated and reflective learners who show ownership and take action

EXPECTATION	CLASSROOMS	SCHOOL AREAS/ ENVIRONMENT	NAGLE COMMUNITY AND EVENTS	BUS TRAVEL AND EXCURSIONS
Respect <ul style="list-style-type: none"> • Self • Environment • Others 	<p>Follow instructions from staff.</p> <p>Allow others to learn.</p> <p>Be courteous at all times.</p>	<p>Respect the personal space of others.</p> <p>Be polite, courteous and respectful of others.</p> <p>Respect the environment and put litter in the bin.</p> <p>Respect other people's property.</p> <p>Keep your locker area tidy.</p>	<p>Be a positive ambassador for Nagle College.</p> <p>Actively participate.</p> <p>Be conscious of other traditions.</p> <p>Celebrate occasions and the achievements of others.</p> <p>Be courteous.</p> <p>Be reverent.</p> <p>Listen respectfully.</p>	<p>Abide by bus rules and follow the driver's instructions.</p> <p>Be a positive ambassador for Nagle College.</p> <p>Wear correct uniform</p> <p>Say thank you for the opportunities given to you.</p> <p>Appreciate the surroundings and leave them as you found them.</p>
Responsibility <ul style="list-style-type: none"> • Personal 	<p>Be organised and ready to learn.</p> <p>Be on time to class and meet deadlines.</p> <p>Be an active participant in learning.</p> <p>Be aware of the safety requirements of your area.</p>	<p>Be emotionally and physically safe and report any Issues.</p> <p>Be a good role model.</p> <p>Be sun smart.</p> <p>Use your lock and keep your locker locked.</p> <p>Use equipment properly.</p> <p>Move safely and allow others to pass in the yard and corridors.</p>	<p>Engage with the Nagle Community.</p> <p>Be mindful of the impact of social media.</p> <p>Exhibit the Gospel values within the community.</p> <p>Represent the College with pride.</p> <p>Be punctual.</p> <p>Dress for the occasion.</p> <p>Contribute to the occasion.</p>	<p>Be mindful of the safety of yourself and others.</p> <p>Maintain a clean and calm bus environment.</p> <p>Take advantage of the learning opportunity.</p> <p>Be aware of excursion/camp procedures.</p> <p>Take responsibility for the safety of yourself and others.</p>
Excellence <ul style="list-style-type: none"> • Learning • Relationships • Service 	<p>Be motivated and reflective learners who show ownership and take action.</p> <p>Put pride and effort into your work.</p> <p>Accept challenges and strive to be your best.</p>	<p>Participate in organised activities.</p> <p>Support others.</p> <p>Be a positive role model.</p>	<p>Be a positive role model celebrate achievements.</p> <p>Aspire to do your best.</p> <p>Reflect on messages and achievements.</p>	<p>Represent Nagle College in a positive way and encourage others to do the same.</p> <p>Lead by example.</p>

Nagle College Uniform Policy

It is an expectation that students wear their uniform correctly at all times. The term 'Uniform' refers to all aspects of clothing, jewellery and general appearance.

Reasons for a College Uniform:

- To build a sense of identity and pride in the community – a sense of belonging;
- To reduce costs, in the long term, for parents (ie students not having to compete with each other in fashion);
- To minimize distinction (ie family's financial situation);
- Training for the workforce. Employers are increasingly more concerned with the 'whole person' rather than their qualifications only.

Every student is required to attend school and school functions in the regulation uniform. Students are not allowed to wear other visible items of clothing with their uniform. Students who are not in the correct uniform must bring a letter of explanation signed by a parent/person with parental responsibility and obtain a 'uniform pass' from their School Co-ordinator.

It is an expectation that all students will wear the uniform correctly sized and in good condition. Personal presentation is regarded as an important component of self-discipline and is given great emphasis. The Uniform Policy is enforceable outside of school hours whenever the student elects to wear their uniform in public.

The College uniform can only be purchased through Nick's in Bairnsdale (our official uniform stockiest), or through the Nagle College Second Hand Uniform Shop. This uniform shop operates the second Tuesday of each month during school terms, from 1:00 to 4:00 pm. The Uniform Shop is run by parent volunteers.

Nick's Clothing

93 Main Street | Bairnsdale

P: 03 5152 1333

W: www.nicksbairnsdale.com.au

Nagle College Second Hand Uniform Shop

Nagle College

Second Tuesday of each month

1:00 to 4:00 pm or by arrangement

T: 5152 6122

Full details of the Nagle College Uniform, as well as opening dates for the Uniform Shop, can be found on the Nagle College Website at: www.nagle.vic.edu.au/well-being/uniform/new.

During Terms 1 and 4 the summer uniform is to be worn. Senior girls may choose to wear either the summer dress or winter skirt with the white Nagle College shirt, depending upon the weather. Skirts and dresses are to be worn no more than 3 centimetres from the knee. No other visible items of clothing will be permitted. All students are encouraged to wear the Nagle hat during the summer terms whenever they are outdoors. This includes during outdoor sporting activities.

During Terms 2 and 3 the winter uniform is to be worn. All students are required to wear the College tie when wearing the winter uniform. Girls are to wear the winter skirt or Nagle charcoal grey dress pants, winter shirt and tie. Black tights may be worn during the winter terms only.

Slip Slop Slap Policy: In line with our Sun Safe Policy, the Nagle College hat is encouraged for all students whenever they are outdoors during Terms 1 and 4. This includes during sport lessons, recess and lunchtimes. Black sun hats are available from the supplier. All students are strongly encouraged to also wear sunscreen and sunglasses when outdoors.

Hair: For health and safety reasons, students' hair should be clean well-groomed and off the face. Students (boys and girls) with shoulder length or longer hair must have their hair tied back at all times. Hairbands, ribbons and/or hair ties are to be black only. No other form of decoration (eg beads) should be worn in the hair. Students are not permitted to dye their hair unnatural colours nor are they permitted to have extremes of fashion. The College reserves the right to adjudicate on both the state of cleanliness and on the style of a student's hair and, if necessary, request that alterations be made. Boys are to be clean shaven.

Jewellery: Students, male and female, may wear one plain silver or gold stud or small sleeper in the lobe of each ear. No other styles of earrings or visible piercings are permitted. Students are permitted to wear a small religious pendant or crucifix around the neck. Students may wear a wristwatch and a medical bracelet or pendant if required. No other jewellery is permitted and will be confiscated if worn.

Tattoos: Tattoos are not to be visible when students are wearing the Nagle College uniform.

Make Up: Students are not permitted to wear make-up of any kind or nail polish during school hours or whilst wearing school uniform outside of school hours.

College Bag: All students are expected to use the Nagle College backpack to carry books and personal requisites to and from school. Bags are to be kept clean and in good repair at all times. Non-Nagle back packs must not be used.

College Blazer

The Nagle College Blazer is a compulsory Winter uniform item for all senior students (Years 10 to 12). Senior students are expected to wear the College blazer to all classes with the exception of technology or sport during Terms 2 and 3. In addition, Senior students are expected to wear the College blazer to formal occasions such as College Masses, school photos and Presentation Night unless otherwise advised by the Principal or Deputy Principal Pastoral.

Wearing of the Blazer during Terms 1 and 3 (Summer uniform) remains optional.

Year 12 students are able to wear their Nagle College Year 12 jacket in place of their blazer with the exception that the blazer must still be worn to all formal College events. The Nagle College Blazer remains an optional item for all Junior students.

Footwear: Black leather lace up school shoes (for girls and boys), or leather dress shoes (for boys) are to be worn during school hours and whenever the School Uniform is worn. All shoes must be of an approved style. Footwear should be polished regularly and be well maintained. Basketball boots, skate shoes or other types of sports or casual shoes are not permitted. T-Bar shoes are not permitted.

Nagle College Uniform Requirements

Junior Girls' Uniform

Nagle check dress <i>[summer only]</i>	Nagle tartan skirt <i>[winter only]</i>
Nagle white shirt <i>[winter only]</i>	Nagle College tie <i>[winter only]</i>
Nagle jumper	Black tights <i>[winter option only]</i>
Long or ankle white socks <i>[summer or winter]</i>	Nagle charcoal dress pants <i>[winter only]</i>
Black leather lace up school shoes	Nagle College blazer <i>[optional]</i>
Nagle College hat <i>[summer]</i>	Nagle jacket <i>[optional]</i>
Gloves/scarf—black only <i>[optional winter only]</i>	

Senior Girls' Uniform:

Nagle check dress <i>[summer option only]</i>	Nagle tartan skirt
Nagle summer white shirt <i>[short sleeves]</i>	Nagle winter white shirt <i>[long sleeves]</i>
Nagle College tie <i>[winter only]</i>	Nagle charcoal dress pants <i>[winter only]</i>
Nagle jumper	Nagle College hat <i>[summer]</i>
Plain long or ankle white socks	Black tights <i>[winter only]</i>
Nagle jacket <i>[optional]</i>	Black leather lace up school shoes
Black gloves/scarf <i>[optional in winter only]</i>	Nagle College blazer <i>[compulsory]</i>

Junior Boys' Uniform

Grey school slacks <i>[summer or winter]</i>	Nagle green shirt
School grey dress shorts <i>[summer or winter]</i>	Nagle jumper
Nagle College tie <i>[winter only]</i>	Nagle jacket <i>[optional]</i>
Black leather lace up school or dress shoes	Grey socks
Nagle College blazer <i>[optional]</i>	Nagle College hat <i>[summer]</i>

Senior Boys' Uniform:

Grey school slacks <i>[summer or winter]</i>	Nagle summer white shirt <i>[short sleeves]</i>
School grey dress shorts <i>[summer or winter]</i>	Nagle winter white shirt <i>[long sleeves]</i>
Nagle College tie <i>[winter only]</i>	Nagle jacket <i>[optional]</i>
Black leather lace up school or dress shoes	Grey socks
Nagle College blazer <i>[compulsory]</i>	Nagle College hat <i>[summer]</i>
Nagle jumper	

Note: Junior girls in Year 8 and 9 may wear the Nagle College Gold Shirt during winter for 2018. In 2019 all female students will be required to wear the White Nagle College Shirt.

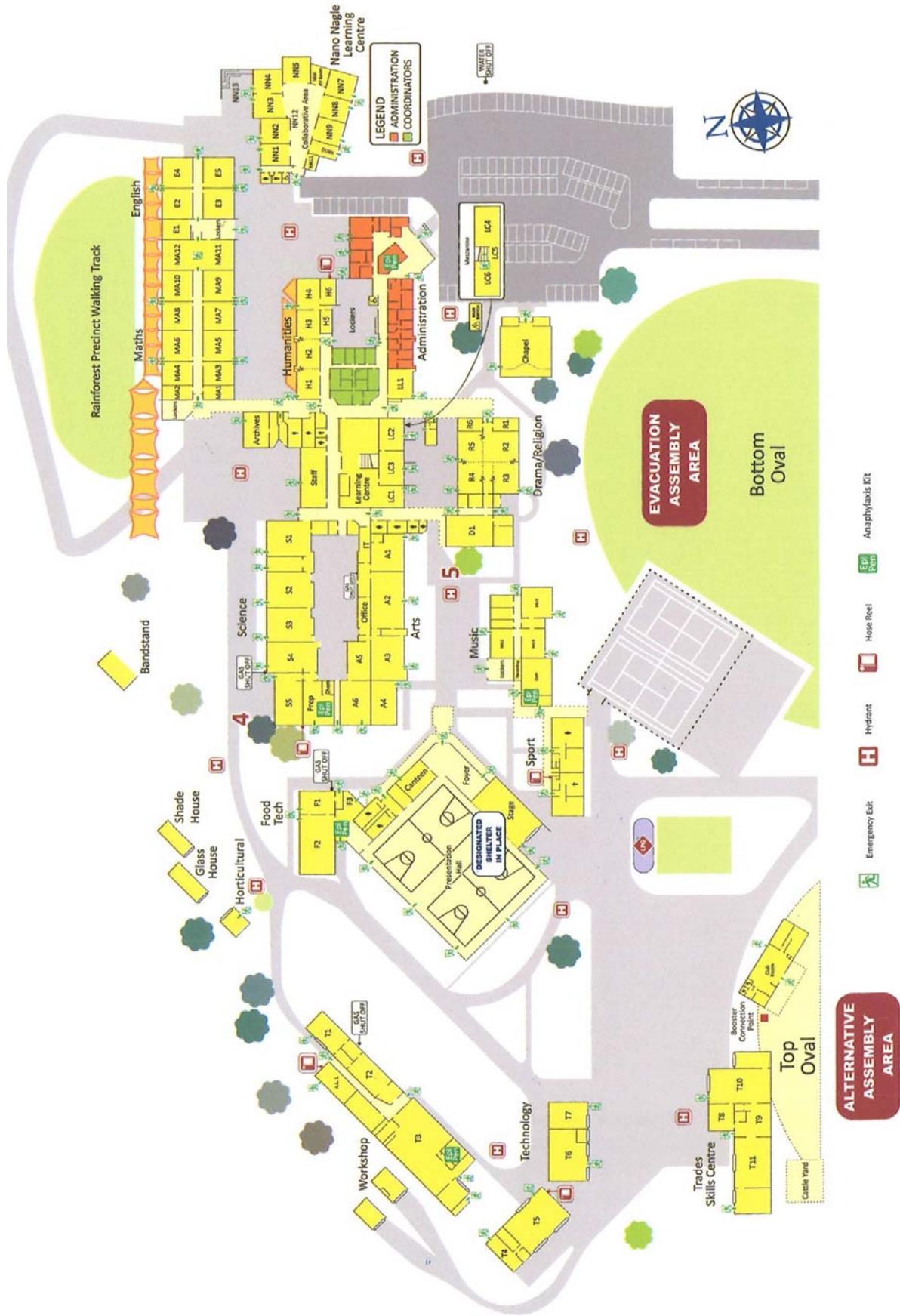
All socks must be plain with no visible branding or logos.

Sport

Nagle College House sport shirt	Nagle sports shorts <i>[compulsory]*</i>
Joggers/sports shoes <i>[non-marking soles]</i>	Nagle tracksuit pants <i>[optional]</i>
Plain black leggings <i>[girls, optional]</i>	Plain white socks
Nagle College swimsuit	Nagle College hat <i>[summer]</i>

*There are three styles of short available for females; two styles for males.

All items of clothing, including hats and bags, need to be clearly labelled with the student's name.



Vision and Mission Statements

Vision Statement

“I have come that they may have life, and have it to the full.”

John 10:10

Inspired by the life of Christ, our Presentation Heritage and the Salesian Charism, Nagle College is a Catholic community that welcomes, builds strong relationships, evangelizes and prepares young people for life.

Mission Statement

So that all members of the Nagle College community can live out the College motto “Let Your Light Shine”, we will:

- Develop a safe, nurturing and hope-filled community based on Christ’s message of love, justice and service.
- Provide innovative, inclusive and engaging educational pathways that enable students to develop their potential to become lifelong learners in the 21st century.
- Build a culture that promotes and accepts personal excellence.
- Be people of dignity, respect, compassion, resilience and unconditional love.
- Be conscientious stewards of the environment.
- Continue to build sustainable relationships with faith communities, other educational institutions, and community organisations and businesses.
- Create leadership opportunities and provide formation for all members of the College Community.
- Celebrate the traditions and rituals of our Catholic Story.

A faith filled learning community, striving for excellence.

