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, pupils 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, recognising 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 well-beings 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.’
(I Corinthians 12:25-27)

Vision

Nagle College is a dynamic, hope-filled community, pursuing personal excellence and self-discovery through education for all students in a nurturing Catholic community in the Salesian tradition.

Mission

“As a Catholic Community in the Salesian Tradition we will demonstrate considerate, effective and efficient stewardship of human, environmental and material resources entrusted to our care”

“As a pastoral community, Nagle College aims to build positive relationships based on mutual respect and trust. We value, nurture and celebrate the uniqueness of each individual’s gifts and talents.”
Policy Statement

Nagle College is welcoming and affirming of the worth and dignity of each person in an atmosphere of mutual respect. At Nagle College all forms of bullying behaviour are unacceptable and will not be tolerated.

Aims

At Nagle we aim to:

• Provide a safe and secure environment free of any form of bullying, harassment, threats or intimidation. In doing so we aim to meet both our legal and moral obligations.
• Through the College House structure offer pastoral support to all students and aims to build positive rapport and relationships among all members of the community.
• Promote a moral, pastoral and legal responsibility to investigate any incidents of bullying and harassment that manifest themselves at school and endeavour to ensure that this behaviour does not continue.
• Respond respectfully and appropriately to all incidents of bullying and harassment in the school community. In line with Don Bosco’s vision, the College has a strong focus on developing programs and preventive approaches within the life of the College that are proactive in building respectful relationships between students, staff and parents. The College will also adopt a restorative justice approach where appropriate.
• Promote the values of respect, sensitivity and compassion for others
• Provide support for targets of bullying
• Work with students or staff members who are involved in bullying or harassing behaviour to make them aware of their actions and change this behaviour
• Enhance structures so that relationships between staff, students and their families are respected.
• Develop opportunities within the College for educational programs that address bullying/harassment issues.
• Act consistently to implement strategies to deal with instances of bullying.
• Provide professional development opportunities for staff to better identify and respond to bullying behaviours.

Definitions

Bullying –

Bullying is any repeated and unreasonable behaviour or act of aggression causing embarrassment, pain or hurt to another person. The other person may include student, parent or staff member.
TYPES

Bullying can be:
- Emotional being unfriendly, excluding, tormenting (e.g. 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber, such as email & internet chat room misuse, or posting inappropriate/unkind messages or images on social networking sites. Use of a mobile phone to make threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities. This includes stalking. Under amendments to the Crimes Act stalking now includes 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.

Workplace bullying is the repeated, unreasonable behaviour directed towards an employee, or group of employees, that creates a risk to health and safety.

It can specifically involve behaviours such as behaviour that:
- Undermines, victimises, embarrasses, threatens or excludes someone from a work group.
- Constitutes unjustified criticism.
- Spreads rumours or innuendo.
- Puts someone down.
- The use of offensive or abusive language.
- Withholds information necessary to do a job.

Bullying and harassing behaviours can constitute criminal offences as well as breaches of the College rules.

Harassment is when you are 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 – any 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.
Confidentiality
Anyone involved in a complaint of bullying or harassment or its investigation, must ensure that the circumstances and facts of the complaint are disclosed only to those people who are directly involved in progressing its investigation and resolution.

Counselling Support

Students who are experiencing bullying or harassment are able seek support from the relevant Nagle College pastoral and counselling staff.

Staff members who are experiencing bullying or harassment may wish to access support to confront and resolve experiences or allegations. A staff member and his/her family member may require counselling support. The School is a member of Access Counselling Service.

Responsibilities of Principal/Deputy Principal/Leadership Team

It is part of the role of the Principal, Deputy Principal and others holding leadership positions to discourage bullying or harassment in the College.

When they observe incidents of bullying or harassment happening in the College, they should take steps to identify and deal with this issue. This should follow the documented procedural steps. (Please refer to separate procedures for identifying and dealing with allegations of bullying or harassment.)

They are also responsible for ensuring that all staff and students are aware that bullying and harassment are not acceptable in the school and that complaints will be dealt with in a timely manner.

In the case of ongoing harassment of students and/or very serious incidents and threats to members of the community, the enrolment of students involved may be reviewed by the Principal.

When staff members allege bullying or harassment by other staff members, the Occupational Health and Safety Officer should also be notified.

In more serious incidents, it may be necessary to inform and involve authorities outside of the College.

Related Polices

Grievance Policy (2011)
Occupational Health and Safety Policy (2011)
Workplace Equal Opportunity Policy (2012)
Staff Wellbeing Policy (2011)
Staff Induction Policy (2012)
Professional Learning Policy (2012)
First Aid Policy (2012)
Pastoral Care Policy (2012)