



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

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

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.
- Build a culture that promotes and accepts personal excellence.
- Be people of dignity, respect, compassion, resilience and unconditional love.
- Continue to build sustainable relationships with faith communities, other educational institutions, and community organisations and businesses.



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 be managed under the school positive student behaviour support process.

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.
- Offer pastoral support to all students through the House system and aim to build positive rapport and relationships among all members of the community.
- Investigate any incidents of bullying and harassment.
- Respond respectfully and appropriately to all allegations of bullying and harassment that occur at school and endeavour to prevent the continuation of this behaviour.
- In line with Don Bosco's vision, the College has a strong focus on developing programs and preventive approaches 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 all parties involved.
- Work with students who are involved in bullying or harassing behaviour to make them aware of their actions and change this behavior.
- Provide structures so that positive relationships between staff, students and their families are respected.
- Develop educational programs within the College that address bullying/harassment issues.
- Provide professional development opportunities for staff to better identify and respond to bullying behaviours.

Definitions

Bullying – Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person



or online, are not defined as bullying. (Bullying No Way, 2019).

Types

Bullying can be but is not limited to:

- Emotional - Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical - Pushing, kicking, hitting, punching or any use of violence.
- Racist - taunts, graffiti, gestures.
- Sexual - Unwanted physical contact or sexually abusive comments.
- Gender - Because of, or focusing on the issue of gender.
- 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 behaviour that offends, humiliates or creates a hostile environment. Such behaviour targets an individual or group due to factors including but not limited to:

- identity, race, culture or ethnic origin
- religion
- physical characteristics
- gender
- sexual orientation
- age
- ability or disability

Sexual harassment – Sexual harassment is 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 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.

Behaviour that constitutes sexual harassment may constitute a criminal offence. In such instances the relevant external authorities will be notified in accordance with the College's mandated reporting requirements.

Staff Members

Members of staff are encouraged to watch for and identify any signs of bullying behaviour and/or distress in students. This could be evident in any aspect of school life.

Classroom teachers should ensure that they manage all incidences of alleged bullying in their classrooms. Classroom teachers should ensure that all incidences are recorded on the student's Simon Profile and that the relevant School Coordinators are notified.

All instances of bullying, whether they be directly observed by a member of staff or reported by a student to a member of staff, must be reported to the relevant School Coordinator in the first instance for investigation.

The relevant School Coordinator will advise the alleged harasser that there has been an observation / complaint of bullying behaviour and that the matter is being investigated. The School Coordinator will also contact the students' parents/guardians to advise them of the allegation and any action taken.

The School Coordinator will record the allegation and the outcome of the complaint in the students (both target and alleged harasser) profile on Simon. In managing allegations of bullying the College will follow its designated positive student behaviour process.

In instances where the allegations may constitute a criminal offence the allegations will be referred to the Deputy Principal Pastoral/Principal who may refer the allegations to Victoria Police.

Students

Students should immediately report all incidents of bullying to a staff member or via E reporting on their Simon Home Page. If reported to a staff member the staff member should place a written record of the allegation of bullying on the students profile on Simon.

In instances where the report is made electronically via E reporting, the relevant School Coordinator will respond to the report.

Parents/Guardians

Parents/guardians are encouraged to report all allegations of bullying made by their child to their child's Pastoral Teacher or School Coordinator as soon as practicable for investigation.



Confidentiality

Anyone involved in a complaint of bullying or harassment or its investigation should only disclose the circumstances and facts of the complaints to those people who are directly involved in progressing its investigation and resolution.

Counselling Support

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

Related Nagle College Policies & Publications

Occupational Health and Safety Policy

Pastoral Care Policy

Nagle College Student Wellbeing Booklet