



**Southern Cross
Catholic College**
Co-educational Prep - Year 12
REDCLIFFE

Anti-Bullying & Harassment Policy

Principles

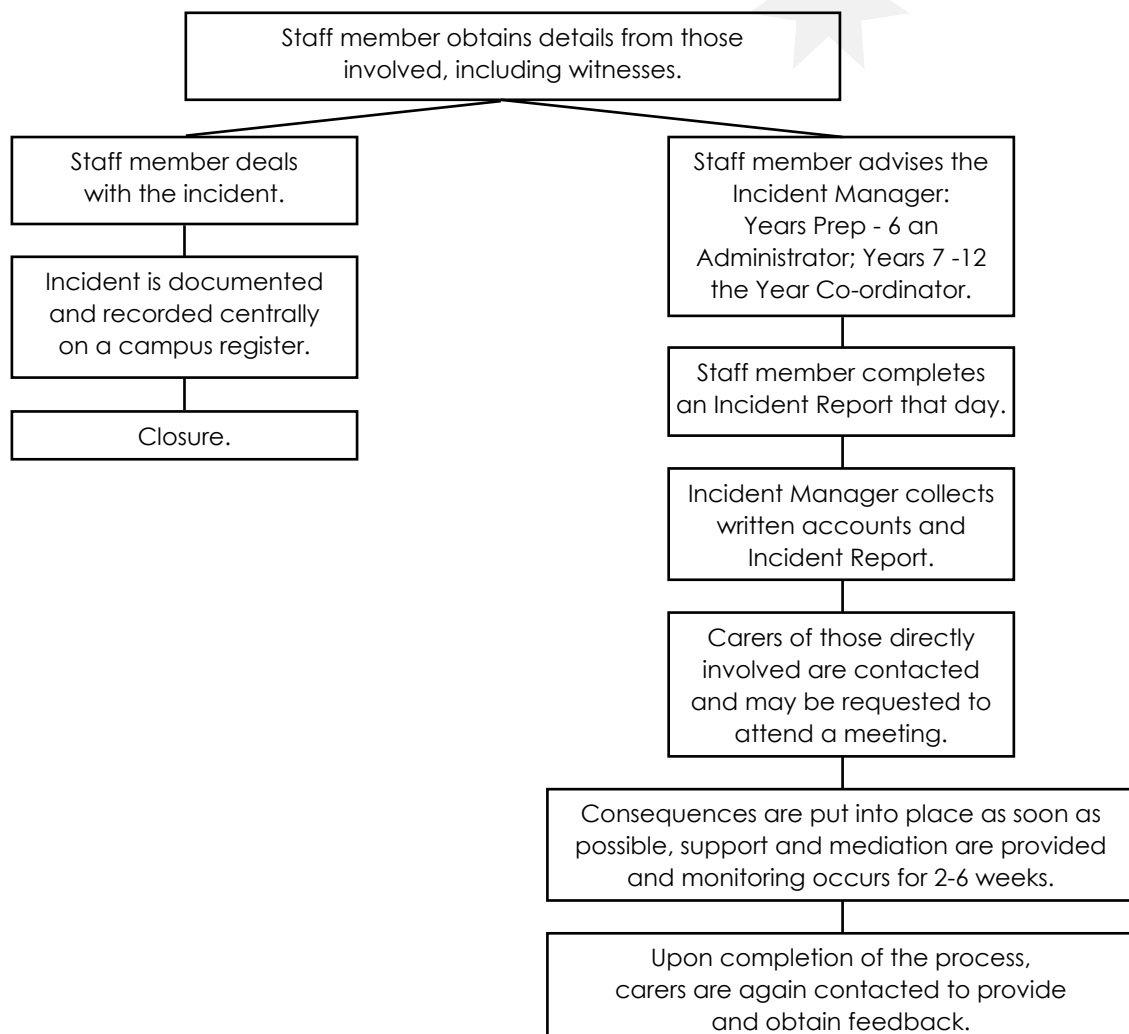
The following principles reflect our Vision, Mission and Relationships Policy which underpin our processes and procedures in dealing with matters of bullying and harassment:

- The approach will be pastoral, aiming at resolution, deserving of justice, compassion and forgiveness, and taking the safety of all students into consideration.
- The focus of the process will be educative and promote personal growth and supported by year level specific programs and strategies.
- The process will be consistent from Prep-12, taking into account age and individual needs.
- Appropriate levels of communication to stakeholders will be maintained with respectful confidentiality.
- Incidents of unacceptable behaviour will be documented and monitored, and this procedure will be consistent across our campuses.
- Consequences will take into consideration the circumstances of the stakeholders and the maintenance of a safe campus.

**Southern Cross Catholic College does not tolerate bullying or harassment in any form.
All members of the College community are committed to ensuring a safe and caring
environment that promotes personal growth and positive self-esteem for all.**

Our Common Procedure

All reported incidents of bullying or harassment are taken seriously and will be investigated. Reported incidents may come from parents, students, staff and friends of the College.





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Rights & Responsibilities

A "RIGHT" belongs to me. We ALL have the same rights. There are NO rights without responsibilities. "RESPONSIBILITIES" are things that I should do without being told - some things for others, some for myself.

RESPONSIBILITIES ensure everyone's RIGHTS

RIGHTS

- Each person has the right to be safe and free from harassment and for his/her property to be safe.
- Each person has the right to learn.
- Each person has the right to be happy and enjoy our College.
- Each person has the right to have a pleasant, healthy and safe environment.
- Each person has the right to be in a College well regarded in the community and, as students at the College, each person has the right to be treated with respect and understanding.
- Each person has the right to express concerns through appropriate channels.

CORRESPONDING RESPONSIBILITIES

- Respect all people, personal property and others' rights; observe safety rules; report bullying, harassment and/or theft.
- Remain focused on my learning; do not disrupt the learning of others.
- Respect and protect others' rights to the same happiness and enjoyment.
- Care for the College environment; avoid unhealthy and dangerous practices.
- Behave in a way that reflects well on themselves, their family and the College; be polite; show appreciation; treat all with respect and understanding.
- Contribute positively to decisions.

Definitions

Bullying is deliberate, hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves.

Harassment and intimidation are forms of bullying, usually non-physical in nature, where a person is repeatedly treated badly by a stronger group or individual owing to membership of a social group (racial, religious, sexual).

Examples of Bullying

- **Verbal:** put-downs, name-calling, teasing, gossip, hurtful phone calls, racist remarks, threats.
- **Physical:** hitting, kicking, pushing, holding, tripping.
- **Emotional:** unreasonable and continued exclusion from a group, taking or damaging property, spreading rumours by verbal, written or electronic means.
- **Cyber:** text, emails, chat rooms, blogs.

Our stated principles lead us to consideration of the following in determining outcomes that align with our Vision, Mission & Relationships Policy.

Matters for Consideration

- Future safety of students and staff.
- Occurrence and frequency of previous serious incidents.
- Severity and significance of the incident.
- Signs of remorse.
- Previous strategies/support in dealing with incidents involving the student(s).
- Individual and family circumstances that impact on the student. These may provide an explanation, but not an excuse.

Minor Incidents: Verbal banter, Teasing (one off), Physical jostling

Consequences may include:

Reminder and/or verbal correction. Withdrawal, detention, or an imposition. Mediation between parties.

Significant Incidents: Wilful physical harm, Wilful property damage, Continued harassment, Intimidation, Unfair and continued exclusion from a group, Sexual harassment, Spreading rumours, Cyber bullying.

Consequences may include:

Mediation between parties. Personal reflection and apologies. Parent contact. Interview. Withdrawal from classes/playground. Undertake counselling or bullying education program. Detentions. Suspension - internal or external. Police involvement. Recommendation to terminate enrolment to Brisbane Catholic Education.