

Against Bullying & Harassment Policy

RATIONALE

Emmanuel College students have the right to a safe and caring environment which promotes learning, personal growth, and positive self-esteem, and is free from the fear of emotional, verbal, and physical abuse. The College is committed to providing this, and each student has the responsibility to ensure that this occurs. The right to such an environment extends also to members of staff.

SCOPE

This policy relates to students, staff, and parents/guardians in regards to student behaviour.

DEFINITIONS

Bullying is an act of aggression causing embarrassment, pain, or discomfort to another. It is an abuse of power. Being bullied or harassed means that someone is subjected to behaviour which is hurtful, threatening, or frightening, and **this behaviour is repeated over time**. Types of bullying include:

- *Verbal* including use of abusive language, name-calling, spreading rumours, put downs.
- *Written* including writing about, graffiti or sending notes (including email and electronic forums) that are derogatory.
- *Physical* including kicking, biting, hitting and other forms of violence, destruction of property, and damaging or hiding of others' belongings.
- *Social* including exclusion and isolation.
- *Psychological* including extortion, threats, blackmail, phone bullying, and cyberbullying.
- *Cyberbullying* is bullying that employs the use of technology such as the internet, a mobile phone, or a camera to hurt or embarrass someone.

Harassment is any type of deliberate, uninvited behaviour that is considered unacceptable to the community. It may offend, embarrass and/or scare. It could be sexual or target people because of their race, religion, gender, disability, culture. Such behaviour could be verbal, non-verbal, or physical and may include physical aggression, offensive jokes, comments or notes, or unwanted touching.

POLICY STATEMENT

All students have the right to feel safe and secure at all times and therefore bullying (including cyberbullying) and harassment in any form will not be tolerated. Every student has the right and responsibility to report bullying, whether it is experienced personally or observed happening to someone else.

GUIDING PRINCIPLES

1. In all circumstances, interactions and decisions are to be guided by the values and principles of the Catholic tradition that include justice, equity, integrity, respect, and compassion; and the utmost priority must be placed on ensuring safety, health, and duty of care.
2. Effective communications between students, staff and parent/guardians will assist with identifying issues and concerns. Intervention can help with preventing incidents of a more serious nature to develop. All concerns must be taken seriously and responded to accordingly.
3. The College adopts a restorative approach to all matters of challenging student behaviour.
4. All complaints of bullying or harassment will be heard in confidence and taken seriously and will be investigated while respecting confidentiality.

5. The College’s Student Behavioural Procedures (Appendix 1) flowchart outlines the steps taken for incidents of bullying and harassment (including cyberbullying).
6. The College is committed to providing a learning environment that is safe, inclusive, and affirming of the uniqueness of every child. Any incidents of discrimination or bullying and harassment relating to gender and sexual diversity will not be tolerated and the consequences for such behaviour are listed in the Student Behavioural Procedures.
7. In serious student behaviour incidents, the College has the right to exclude students from classes through an in-school behaviour reflection or out of school suspension or expulsion.
8. Any behaviour of a criminal nature must involve the Police without exception.
9. Professional learning will be provided to staff to build on capacity to respond to any incidents of student bullying and harassment, and the implementation of evidenced-based strategies for positive social behaviours. The College’s FIT4Life framework will provide opportunities for building staff capacity to identify and respond to behaviours involving bullying and harassment, as well as responding and caring for students who have been targeted by these behaviours.
10. Preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving will be implemented across the school.
11. The College will refer to and promote to the school community the [Bully Stoppers](#) guidelines provided by the Department of Education and Training. Other resources include [ReachOut](#), [Bullying No Way!](#), [Anti-Bullying Crusader](#), and [eSafety Commissioner](#).
12. This policy will be available on the College intranet and Parent Access Module (PAM), and communicated through the school newsletter, student diary, daily messages, staff meetings, and other relevant forums.

POLICY REVIEW

This policy will be reviewed every two years or as required.

RELATED DOCUMENTS/LINKS

Appendix 1 – Student Behavioural Procedures flowchart

Behaviour Management Policy

Complaints & Grievances Policy

Positive Behaviour Guidelines, Catholic Education Commission of Victoria (CECV)

Student Laptop Agreement

Department of Education and Training – [Bully Stoppers](#)

[Bullying No Way!](#)

[Anti-Bullying Crusader](#)

[ReachOut](#)

[eSafety Commissioner](#)

REVIEW HISTORY

Version	Date released	Next review	Author	Approved
1.0	May 2021	May 2023	Principal’s Assistant	College Leadership Team
2.2	May 2023	May 2025	Principal’s Assistant	College Leadership Team