



XAVIER
HIGH SCHOOL ALBURY
150 Years in Catholic Secondary Education

Anti-Bullying & Harassment Policy

<i>Policy Number</i>	<i>A001</i>
<i>Applicability</i>	<i>Students</i>
<i>Policy Status</i>	<i>Endorsed</i>
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Preamble

At Xavier High School we believe that all people are created equal in the eyes of God. We expect that all people have the right to be treated with dignity and respect. Our Mission Statement directs us to recognise that: "Xavier is a community where the potential of all individuals to grow and develop physically, emotionally, intellectually and spiritually is recognised and nurtured." This statement inspires the proactive approach we take to bullying and harassment at our school for both students and staff, and also informs our response to incidences when they occur within the school and during school activities.

Types of Harassment

1. Bullying

- **Physical**- punching, hitting, physical threatening behaviour, spitting, hiding, damaging or destroying property.
- **Verbal** - name-calling, ridicule, threats, rumour spreading, derogatory comments, belittling.
- **Non-verbal** - extortion, intimidation, threatening signs, ostracism, exclusion, graphics.

2. Racism

- Comments, gestures or ostracism on the basis of nationality, skin colour, ancestry, ethnicity.

3. Religious Discrimination

- Ridiculing religious beliefs and practices.

4. Sexual Harassment

- Deliberate, uninvited, unwelcome comments or actions of a sexual nature.

5. Cyber Bullying

- Using technology to perform any or all of the above types of harassment including but not limited to the following methods; SMS, MMS, phone calls, emails, pictures, MSN, social media sites online such as Facebook, Twitter, Edmodo, Tumblr, Snap Chat, Instagram, Tik Tok etc.

Preventative Approaches taken by Xavier High School

At Xavier High School we believe that *education* inside and outside the classroom, with age-appropriate content plays an important role in the prevention of bullying and harassment and makes clear the school's zero tolerance approach. Our House Pastoral system encourages the development of relationships across the year levels to provide support to the younger students and gives each student an adult (House Coordinator & Homeroom Tutor) to advocate for them if needed. In addition, each year level participates in a range of educational programs throughout the school year.

Our awareness program aims to achieve the following outcomes;

- Establish a culture of respect at Xavier. This is achieved through: conveying knowledge about the nature of bullying and the need to Recognise, Refuse and Report, (RRR) developing an understanding of the supportive environment that exists at Xavier and engagement in Pastoral and Cross Curricular activities.

- Particular attention is paid to the role of bystanders. We revisit the mechanism of Recognition, Refuse and Report (RRR) and encourage students to be proactive in dealing with bullying and harassment.
- Focus on being Cybersmart in regards to student privacy and how students use social networking. Education about the 'technological' footprint and safe interactions online is our priority.
- Male and female students may be separated for educational sessions on making wise decisions with relationships, technology and sexual harassment.
- Students are encouraged to take a leadership role in displaying positive social behaviours expected at Xavier High School and into their adult lives. Our senior students are provided with the opportunity to implement their own thoughts and ideas regarding appropriate responses to bullying and harassment through the development of a Senior Student Action Plan that complements the whole school approach to bullying and harassment.

From time to time, external providers are also sought by the school to educate and enlighten our students on respect, care and compassion towards others. These presentations may be for the whole school, stages or individual year levels.

The School's Response to Reports of Bullying and Harassment

Nevertheless, we appreciate that we exist as a part of a wide and diverse community, and from time to time, disagreements and incidents of harassment and bullying will arise. It is the practice of Xavier High School to investigate all reported acts of harassment and bullying. The school's response to such reports will follow the process outlined below:

1. Report made – House Coordinator(s) of students involved will be made aware of the report.
2. Investigation – Some or all of the following - House Coordinator(s), Homeroom Tutor, Class teacher, Assistant Principal, Counsellor, Principal – will investigate the claims being made. The investigation may involve talking to the victim, the bully, witnesses or bystanders.
3. Assessment – After completing the investigation, the school will make an assessment on the report.

4. Action – Based on the assessment, the school will take the appropriate action. This action may include (but is not limited to):

- Contacting the parents of students involved
- Counselling the students involved
- Disciplinary measures to students
- Conducting a restorative interview between all parties involved
- Contacting the Police

**For disciplinary measures as a result of incidents of bullying/harassment, please refer to the [Staged Student Management Policy](#).

CONCLUSION

This policy has been developed in a climate characterised by mutual respect between staff, students and parents, as we are all invited to belong and contribute to the Xavier community.

Central in the school's ethos are the words of Christ: "The truth will set you free." It is with this fundamental belief that we embark on the complex task of education. We attempt to foster in a balanced way the spiritual, intellectual, social, physical and emotional development of our students. This policy exists within these parameters and will be a dynamic document, reviewed and altered according to the needs and concerns of all stakeholders at various points in time.



At Xavier we put learning first.

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