

HARASSMENT and BULLYING (FRIENDLY SCHOOL) POLICY

Principles

Ursula Frayne Catholic College aims to follow Jesus' teaching by providing a safe and nurturing environment for all its community.

We believe that:

- Each person has a right to learn and to be treated with courtesy and respect.
- Each person has a corresponding responsibility to respect the rights of others.

“Love one another as I have loved you, so you must love one another.” - John 13:34

Ursula Frayne Catholic College is a Catholic school where Christian values and principles are nurtured. It follows that each student has the right to be respected as an individual, and also that each student has the obligation to respect others.

We are God's family, regardless of age, size, race, gender, etc. In God's family, as in a human family, the children have equal status.

At Ursula Frayne Catholic College we want students and staff to look after one another, to be caring and to respect differences between individuals. It is College policy that all students not only be, but also feel safe and secure.

Whenever these values and principles are disregarded they should be reported and the College will need to take measures to correct inappropriate behaviour.

Definitions

Any repeated negative attitude or behaviour directed by any student or staff against another student or staff fails to meet Ursula Frayne Catholic College's expectations of respect for all individuals. This is called HARASSMENT or BULLYING. It is wrong and is unacceptable at Ursula Frayne Catholic College. Such behaviour may include:

Bullying

- Physical bullying – shoving, fighting, threatening, damaging work or property
- Verbal bullying – put-downs, name calling, teasing
- Gesture bullying – ‘the look’, or sign designed to intimidate
- Extortion bullying – weaker individuals are forced to hand over lunch money, homework, etc
- Exclusion bullying – rumours, gossip, being ‘left out’ of groups
- Slander – writing offensive notes about another or any group to which an individual belongs
- ‘Setting someone up’ – hiding belongings, getting others into trouble

Sexual Harassment

- Put-downs by gender
- Making comments about one's sexuality
- Touch you when you've asked the person to stop
- Writing unpleasant notes about you
- Unwelcome staring, whistling about your body or looks
- Telling offensive jokes
- Showing offensive literature

Racial Harassment

- Deliberately excluding individuals because of race
- Calling others names because of race
- Telling racist jokes
- Making degrading comments about one's culture, language or family

If we all act against these uncomfortable or fearful attitudes and behaviours, they will stop.

Action Plan

If you do not feel safe you can:

1. Ignore behaviour and show it doesn't upset you.
You start to feel safe.
2. Confront the person who is making you feel unsafe and tell the person that the behaviour is illegal and unwanted.
Unwanted behaviour stops – you begin to feel safe.
3. Talk it over with someone you can trust to help you, eg parents, family, friends.
Unwanted behaviour stops – you begin to feel safe.
4. Talk it over with someone you can trust to help you at school, eg staff member, Form Teacher, Cluster Leader, school Counsellor, Co-ordinator of Campus Ministry, Head of School. Talk openly, sharing what you have already tried, and act on suggestions. Report back to this person after a while.
Unwanted behaviour stops – you begin to feel safe.
5. Go to the Cluster Leader. Talk openly about the problem. Allow the Cluster Leader to take suitable action, eg disciplinary action, referral to Community Police, Family and Community Services.

In addition to the previous procedure, if you are subject to electronic forms of bullying and harassment, often referred to as **Cyber Bullying**, you should also do the following:

- Keep the evidence of the unwanted or hurtful material, and
- Monitor electronic forms of communication to ensure that harassment has stopped.

Bystanders

At Ursula Frayne Catholic College we must accept responsibility to care for each other and in so doing eliminate bullying or harassment. This is not only a responsibility of the bully it is a responsibility of those bystanders who watch the bullying occurring.

Definition

Bystanders are people who are present and who may not be directly involved in a bullying incident. Bystanders have the ability to reduce the trauma caused by uncaring and bullying situations and they will help prevent further situations if the following positive bystander behaviour is exercised.

The bystander will:

Physical

- verbally discourage physical bullying
- discourage others involved in physical bullying by showing disapproval
- will make disapproving comments about picking on people
- walk away from fights
- offer support for the victim
- encourage the victim to seek support from staff
- defend the victim
- ask for support from staff

Verbal

- call the person by their preferred name
- question rumours
- question fairness of negative comments
- encourage the victim

Psychological

- ask about a person's well being
- offer ideas to the victim as to how to handle certain situations
- reassure the victimised person
- offer support

Social

- be friendly toward the victim
- ask friends to help support/include the victim
- share jokes or conversation
- allow the victimised person to sit next to them
- include the person in group activities

Members of the UFCC community appreciate that bullying occurs in all communities. We are committed to doing whatever is possible to make sure that our community environment is a safe and happy place for all students and staff. **Our commitment is that we will not be a cause of suffering to one another.**

Ursula Frayne Catholic College will not tolerate bullying or harassment of either student or teacher. The school will investigate carefully what has happened and will always seek a solution.