



## LOYOLA COLLEGE

### RESPECTFUL STUDENT RELATIONSHIPS POLICY

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| <b>Intended audience</b> | Loyola College Community                   |
| <b>Author</b>            | DOWAL ~ Development of Wellbeing at Loyola |
| <b>Ratified</b>          | Semester 1 2012                            |
| <b>Review date</b>       | Semester 1 2015                            |

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#### PREAMBLE

A fundamental belief for Catholic schools is that in Jesus is seen God's image and likeness in its human expression, and that Jesus' values and teachings show all people 'the way, the truth and the life' (*John 14:6*). In accordance with this belief, values to be promoted within a Catholic school's understanding and practice of pastoral care include love, respect, compassion, tolerance, forgiveness, repentance, reconciliation and justice.

Loyola College is committed to providing a safe and nurturing environment which is free from discrimination and bullying, and in doing so, creates a safe and supportive environment allowing students to reach their full potential. Bullying and unacceptable behaviour are regarded very seriously by the College.

All members of the College community have a responsibility to act when they become aware of a bullying and/or unacceptable behaviour issue.

#### DEFINITIONS

Bullying is defined as *repeated unreasonable behaviour or campaign targeting a student or group of students that creates a risk to health and safety or causes harm or hurt. It is generally accepted that an isolated and single incident does not amount to bullying.*

There are four broad categories of bullying:

- **Direct physical bullying** such as hitting, tripping, pushing and interfering with someone's personal property or work equipment.
- **Direct verbal bullying** such as intimidation, name calling, insults and derogatory remarks.
- **Indirect bullying** such as lying and spreading rumours or innuendo, encouraging others to socially exclude someone, sarcasm and the use of glaring or menacing gestures.
- **Cyberbullying** which involves the use of digital technology such as email, mobile phones, chat rooms or social media networks and recording devices to humiliate or negatively impact on others.

Unacceptable behaviour is defined as: *a wide range of behaviours that may undermine student wellbeing and can be provoked or unprovoked acts or can be a one-off incident or incidents occurring over time.*

- **Harassment:** A behaviour intended to annoy, disturb, threaten or upset another person. This may occur because of perceived differences such as culture, ethnicity, gender, ability, sexual orientation or religion.
- **Discrimination:** Treating a person or group less fairly because of a particular characteristic. Discrimination commonly includes, but is not limited to, exclusion or rejection by the use of derogatory references about an individual's or group's country of origin, financial or social status or religious beliefs.
- **Violence:** Damaging or destructive use of force by a person or group towards another person, group or property. This force can be physical, psychological, verbal or sexual.

## **GUIDING PRINCIPLES**

Loyola College is committed to providing a safe and supportive environment and in doing so:

- Every student has the right to feel safe in the college environment.
- Standards and expectations for student behaviour are clearly articulated.
- The College environment is inclusive of all students and diversity is valued and respected.
- A whole-school approach to promote respectful relationships is used.
- A range of processes and strategies is utilised to prevent and respond to bullying and unacceptable behaviour.
- The support of parents & guardians is paramount.

## **RELEVANT DOCUMENTS**

Policy 2.26 ~ Pastoral Care of Students in Catholic Schools (CEOM)

Loyola College Restorative Practices Policy

Loyola College Acceptable ICT and Internet Use Policy

Loyola College Student Planner

## **PROCEDURAL DOCUMENT**

Loyola College Procedures for Addressing Issues of Bullying & Unacceptable Behaviour