



## LOYOLA COLLEGE

### RESPECTFUL STUDENT RELATIONSHIPS POLICY

<b>Intended audience</b>	Loyola College Community
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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, acceptance, 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 any other 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 a deliberate 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 to the person, or damage to their property, reputation, or social acceptance on more than one occasion. 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.

**Note:** Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

**Unacceptable behaviour:** 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.

Examples of unacceptable behaviours may include:

- **Harassment:** A behaviour intended to annoy, disturb, threaten or upset another person. This may occur because of perceived differences such as culture, ethnicity, gender, academic ability, economic status, appearance, sexual orientation and/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.
- **Mutual conflict:** Involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **Social rejection or dislike:** This is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- **Single-episode acts:** This may include acts of nastiness or physical aggression, and are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

## GUIDING PRINCIPLES

Loyola College is committed to providing a safe and respectful learning environment where bullying is not tolerated. In doing so:

- Every student has the right to feel safe within the College community
- Standards and expectations for student behaviour are clearly articulated
- The College community is inclusive of all students and diversity is valued and respected
- A whole-school approach to promote respectful relationships, focusing on safety and wellbeing is adopted. This includes education through the Mentor and Personal Development Programs, as well as the implementation of frameworks such as Restorative Practices and Positive Psychology through an Ignatian Lens
- Whole-school strategies and programs are put in place to address bullying
- A range of processes and strategies is utilised to prevent and respond to bullying and unacceptable behaviour.
- The support of parents / guardians is paramount in reducing and managing bullying

## RELATED DOCUMENTS

Loyola College Respectful Student Relationships Procedural Document

Loyola College Restorative Practices Policy

Loyola College Acceptable ICT and Internet Use Policy

Loyola College Student Planner

Policy 2.26 - Pastoral Care of Students in Catholic Schools (CEM)

Bullying Policy (Dept of Education and Training)

National Safe Schools Framework

Education and Training Reform Act 2006