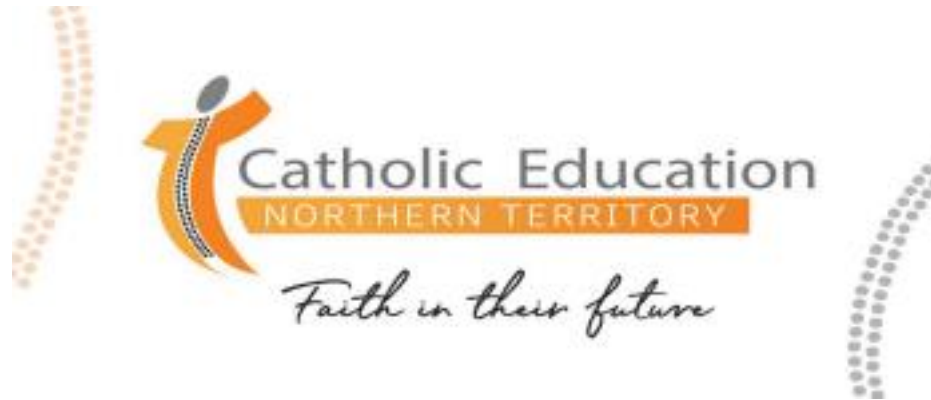




Bullying Prevention and Intervention Plan

Xavier Catholic College



Xavier Catholic College Northern Territory Bullying Prevention and Intervention Plan

Catholic Education Northern Territory (CENT) is committed to providing a safe and effective learning and work environment for all members. Our vision is to support schools in developing a community where, inspired by the Gospel of Jesus Christ, we can commit to educational excellence, equity and fullness of life for all.

Bullying is defined by the Australian Human Rights Commissions as:

Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.

Bullying is not the same as conflict between people (like having a fight) or disliking someone, even though people might bully each other because of conflict or dislike.

The sort of repeated behaviour that can be considered bullying includes:

- Keeping someone out of a group (online or offline)
- Acting in an unpleasant way near or towards someone
- Giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing.
- Spreading rumours or lies, or misrepresenting someone (i.e. using their Facebook account to post messages as if it were them)
- Mucking about that goes too far
- Harassing someone based on their race, sex, religion, gender or a disability
- Intentionally and repeatedly hurting someone physically
- Intentionally stalking someone
- Taking advantage of any power over someone else like a Prefect or a Student Representative.

Bullying can happen anywhere. It can be in schools, at home, at work, in online social spaces, via text messaging or via email. It can be physical, verbal, emotional, and it also includes messages, public statements and behaviour online intended to cause distress or harm (also known as [cyberbullying](#)). But no matter what form bullying takes, the results can be the same: severe distress and pain for the person being bullied.

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Types of bullying

- Face-to-face bullying (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or direct verbal actions such as name-calling and insulting.
- Covert bullying (sometimes referred to as indirect bullying) is less direct, but just as painful. It means bullying which isn't easily seen by others and is conducted out of sight, such as excluding people from groups or spreading lies or rumours. Because it is less obvious, it is often unacknowledged by adults.
- Cyberbullying occurs through the use of information or communication technologies such as Instant Messaging or chat, text messages, email and social networking sites or forums. It has many similarities with offline bullying, but it can also be anonymous, it can reach a wide audience, and sent or uploaded material can be difficult to remove. Most people who cyberbully also bully off-line.

School leaders & staff have a responsibility to: • Respect and support students • Model and promote appropriate behaviour • Have knowledge of CENT and the school's procedures relating to bullying behaviour • Respond in a timely manner to incidents of bullying • Record all concerns and incidents of bullying behaviour in accordance with their school record keeping system • Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community	Students have a responsibility to: • Respect individual difference and diversity • Treat all members of the school community with dignity and ensure their actions do no harm to others • Be safe and responsible digital citizens • Act as responsible bystanders. • Report incidents of bullying to an appropriate adult	Parents and caregivers have a responsibility to: • Support their children to become responsible citizen • Support their children to develop digital literacy and safety • Support their children in developing positive responses to incidents of bullying • Report incidents of school related bullying behaviour to the school • Work collaboratively with the school to resolve incidents of bullying when they occur	All members of the community have a responsibility to: • Support the school in • Develop a community where, inspired by the Gospel of Jesus Christ, we can commit to kindness and love for all. • Model and promote positive relationships that respect and accept individual differences and diversity within the school community • Support the school's Bullying Prevention and Intervention • Plan through actions and word Work collaboratively with the school to resolve incidents of bullying when they occur.
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Our School Bullying Prevention and Intervention Plan

This plan outlines the processes for preventing and responding to student bullying at Xavier Catholic College and reflects the CENT *Pastoral Care, Wellbeing and Behaviour Policy* and the CENT Anti-Bullying Procedures.

This plan will be shared with the school community and ratified by the School Leadership Committee.

Statement of purpose

XCC is committed to creating a safe, respectful, and inclusive environment where every student and staff member is valued and supported. Through our mission and vision we believe that bullying behaviour is harmful, unacceptable, and contrary to our Catholic school values of faith, community, compassion, hope, joy and love. We are committed to ensuring every student and staff member has the right to feel safe and respected at school. This will be achieved by engaging with the entire school community in a collective effort to reduce bullying and promote respectful, supportive relationships.

Prevention

Strategies to prevent bullying at XCC:

- Bullying Prevention workshops
- Young men's programme
- Bullying No Way day
- Xavier School Reward system (Ladder)
- PBIS whole school policy & procedures
- Xavier Catholic College Expectations and school-wide routines for learning - explicitly taught throughout the year in every class
- Student feedback every semester regarding behaviour and bullying
- TTFM survey for students to provide feedback on bullying at school each year
- School based counsellor
- Journey in Faith curriculum - teaching of morals & values

Early Intervention

Early intervention strategies and programs:

- Counselling services
- Xavier School Reward system (Ladder)
- Individual behaviour support plans & Individual risk management plans
- Education Adjustment Plans
- Conversations with Leadership - Students respond and engage when leadership come and talk to the students

Response

Strategies to respond to bullying:

- Ensure immediate safety and wellbeing of all parties - Risk management plans put in place as needed Increase adult vigilance
- Ensure all voices are heard
- Remain neutral and non-judgmental
- Share and display the No Bullying CENT definition & poster
- Anti-bullying & Cyberbullying messages & information in newsletters for parents
- Bullying No Way - resources and classroom activities conducted across the school
- Discussions with parents and family
- Suspension

Reporting incidents of bullying:

- Students report bullying incident to a teacher or adult - Teacher investigates & incidents recorded on Toddle/Inspire - Teacher notifies Leadership of bullying behaviour - Leadership investigate and have meetings with students and parents

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Publicising Anti-bullying procedures:

- Bullying Procedure flowchart distributed to school community
- No Bullying posters displayed throughout school

Strategies and programs to support stakeholders affected by, engaged in or witnessed bullying behaviour:

- Counselling service
- Individual behaviour support plans & Individual risk management plans
- Education Adjustment Plans
- Regular conversations and check-ins with teachers and leadership
- Partnerships with families - regular meetings & check-ins
- Restorative meetings with students, staff and families.

Providing parents with updates on reports of bullying behaviour:

- Teachers communicate regularly with families to provide updates
- Follow up meetings with relevant stakeholders each week/fortnight for a specified time frame

Reporting incidents involving assaults, threats, intimidation or harassment to the police:

- Teachers meet with Leadership to discuss concerns regarding mandatory reporting.
- Leadership support staff to provide support to teachers to make reports.
- Files are kept confidential.
- Follow CENT Mandatory Reporting guidelines: [mandatory-reporting-harm-exploitation-children-guidelines.docx](#)

Reporting relevant incidents to Territory Families:

- Follow DoE Mandatory Reporting guidelines [mandatory-reporting-harm-exploitation-children-guidelines.docx](#)

CENT Appeal procedures and Complaints Policy:

- [CEO.OD.1202.3.1 Complaints Management Guidelines for Schools.pdf](#)

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- CEO.OD.1202.1.1 Complaints and Grievance Policy Statement.pdf

Identifying patterns of bullying behaviour:

- TTFM survey annually
- Leadership & staff meetings to analyse data and make relevant action plans/school-wide changes

Promoting and publicising Anti-bullying Plan:

- Post on Facebook and School Website.
- Updates or reminders sent in school newsletters throughout the year

Monitoring, evaluating and reporting the effectiveness of the XCC Anti-bullying Plan:

- TTFM survey annually
- Staff feedback
- Leadership feedback and ratification

Reviewing the XCC Anti-bullying Plan:

- Discussion & feedback on this Anti-Bullying plan each year with staff during staff meetings and ratified by the Leadership team every 2 years

Helplines

Kids Helpline 1800 55 1800 https://kidshelpline.com.au/get-help/phone-counselling	
Bullying No Way https://bullyingnoway.gov.au/	
eSafety Commission https://www.esafety.gov.au/	

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Yarn Safe 13YARN (13 92 76 (24hours/7 days)	
WellMob https://wellmob.org.au/	