



At St Francis Xavier we aim to live the example of Jesus Christ. We believe that everyone has the right to feel and be safe at school. Therefore, bullying in any form is viewed as unacceptable in our school. Bullying involves repeated, unwanted and unwarranted behavior that demeans, intimidates or humiliates people and takes place over a period of time. It involves patterns of hurtful behaviour in an attempt to exert power over another. In schools, bullying can occur when any member of the school community bullies another member.

Bullying may take many forms, both physical and psychological. Physical bullying may include pushing, hitting, kicking, throwing objects, stealing or damaging other's belongings, spitting or intimidation. Psychological bullying may include direct behaviours such as name calling, teasing, threatening, swearing or ridiculing another. This may also include indirect behaviour such as spreading rumour, excluding others, writing notes or cyber bullying via digital technologies.

At St Francis Xavier we are committed to the provision of a safe environment for all who participate in any school activity. Bullying in any form, will not be tolerated. The school has implemented strategies to eliminate or reduce the risk to health and safety from bullying. Where it is not practicable to eliminate the risk, the school has reduced the risk, so far as is practicable.

Where bullying behaviour is identified, staff work with students and sometimes other members of the school community, to repair harm caused and prevent further harm in a restorative manner. Restorative Practices are inspired by a philosophy which aims at repairing harm done to relationships and people, over and above the need for assigning blame and dispensing punishment. It is a learning centred approach. Key values create an ethos of respect, inclusion, accountability and taking responsibility, commitment to relationships, impartiality, being non-judgmental, collaboration, empowerment and emotional articulacy. Key skills include active listening, facilitating dialogue and problem-solving, listening to and expressing emotion and empowering others to take ownership of problems.