

POLICY ON INITIATION

St Francis College does not condone and strongly disapproves of any form of initiation practice. As an institution, we will not tolerate any form of initiation practice which becomes a means to humiliate, hurt and/or abuse (physically and/or psychologically) any individual. St Francis College is strongly opposed to any form of intimidation of an individual, be it a student or parent. Any form of initiation or intimidation has to be reported to the school's management team.

Any pupil of the school or staff member employed by the school in a permanent, temporary or fixed term contract, found to be involved in, participating in or condoning any initiation practice, will be in contravention of the St Francis College Code of Conduct.

POLICY ON BULLYING

St Francis College has a zero tolerance approach to bullying. Respect for others is non-negotiable.

Bullying is defined as deliberate acts of aggression or manipulation.

Bullying occurs when repeated hurtful words or behaviour is committed by one person (or group of people) towards another.

There are four main types of bullying:

- Verbal and written such as name calling, negative comments, intimidation and threatening or humiliating messages;
- Physical (bumping, scratching, shouldering, hitting, tripping, biting, rolling eyes or showing suggestive signs);
- Social or relationships (gossiping- whether verbal or written, revealing personal information, manipulation of the child with a view to humiliation or exclusion from a group), and
- Cyber bullying (intimidating or harassing a child using a digital platform such as social media networks e.g. SMS, WhatsApp, Instagram, etc.).

Bullying, whether physical, emotional, verbal or cyber, is a serious offence and will not be tolerated.