

## **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 psychologically any individual. St Francis College is strongly opposed to any form of intimidation of an individual, be it a student or parent, seeking to report any form of initiation 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 any initiation practice or found to be participating in or condoning such a practice as described, 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 expected. Bullying is defined as deliberate acts of aggression or manipulation. Bullying occurs when repeated systematics and 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.