
Bullying and Harassment Policy



Reviewed February 2026



INTRODUCTION

Bullying and harassment in all its forms has no place in the Nudgee College family, and the College works diligently so that all can enjoy a safe school environment. Each member of the College community has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all students is at the forefront of all that we do. This means that all members feel a sense of belonging, are valued and free from discrimination and harassment - that all feel *respected, protected and connected*.

This policy is in accord with the Charter for Catholic schools in the Edmund Rice Tradition and is underpinned by core EREA values. The policy seeks to ensure a commitment to:

- Fostering the dignity, self-esteem and agency of all people in the College community
- Building positive relationships amongst all members of the College community, and
- The provision of safe, supportive and enriching environments for all in the context of natural justice, procedural fairness, and due process for all members of the College community.



This policy document provides useful information about behaviours that can be considered bullying and harassment, other key definitions in this area, and the procedural steps taken when the College responds to an allegation.

DEFINING BULLYING

Bullying is *repeated verbal, physical, social, or psychological behaviour* that is harmful and involves the *misuse of power* by an individual or group towards one or more persons. Bullying can take many forms, but they are identified by the following types of behaviour:

- **Verbal bullying** - includes name calling or insulting someone about physical characteristics such as their weight or height, or other attributes including race, sexuality, culture, or religion
- **Physical bullying** - includes hitting or otherwise hurting someone, shoving or intimidating another person, or damaging or stealing their belongings
- **Social bullying** - includes consistently excluding another person or sharing information or images that will have a harmful effect on the other person
- **Cyber bullying** - is causing hurt via modern technologies such as the Internet and other forms of social media, and through the use of smartphones and other mobile devices



There is always an element of confusion about the nature of bullying. Below is a summary that helps to explain the differences in certain types of behaviour often evident in schools. These terms are often referred to at Nudgee College by way of education:

- **Rude:** Inadvertently saying or doing something that hurts someone else
- **Mean:** Purposefully saying or doing something to hurt someone once (or maybe twice)
- **Bullying:** Intentionally aggressive behaviour, repeated over time, that involves an imbalance of power

DEFINING HARASSMENT

Harassment includes any unwelcome behaviour that offends, humiliates or intimidates, or is physically hurtful. Harassment can include behaviour such as:

- Discrimination based on race, gender, sexuality or beliefs. Either in person or via some form of digital platform (including social media and group messages).
- Intimidation, humiliation or any behaviour whereby someone feels uncomfortable.
- Aggressive behaviour (shoving, intimidating, hitting) directed at another person, or damaging their belongings.

ST JOSEPH'S NUDGEE COLLEGE - PROACTIVE STRATEGIES

Bullying and harassment are totally against the mission and purpose of St Joseph's Nudgee College. The College is committed to providing an educational environment in which students feel valued and secure. To achieve this end, the College will seek to create a school-wide culture that:

- Allows students to flourish free from discrimination, harassment or any form of bullying
- Does not tolerate, condone or trivialise bullying and harassment behaviours
- Is aware of what constitutes bullying and/or harassment behaviour
- Provides support to the victims of bullying and/or harassment
- Formation and education for victims and perpetrators.



MANAGEMENT PROCESSES FOR BULLYING AND HARASSMENT MATTERS

The following are considerations when managing incidents of bullying and/or harassment:

- To ensure prompt and professional resolution of complaints made in relation to bullying and harassment between students
- To ensure the College meets its obligations in providing a safe and supportive environment for students
- To use information gathered about bullying and harassment to drive continuous improvements of the College's policies, systems and staff skills
- To ensure there is 'natural justice' and all students are supported

STAGE 1: IDENTIFY BULLYING / HARASSMENT

IDENTIFY

STAGE 2: GATHER FACTS

GATHER FACTS

Stage 3: RESPONSE

RESPONSE

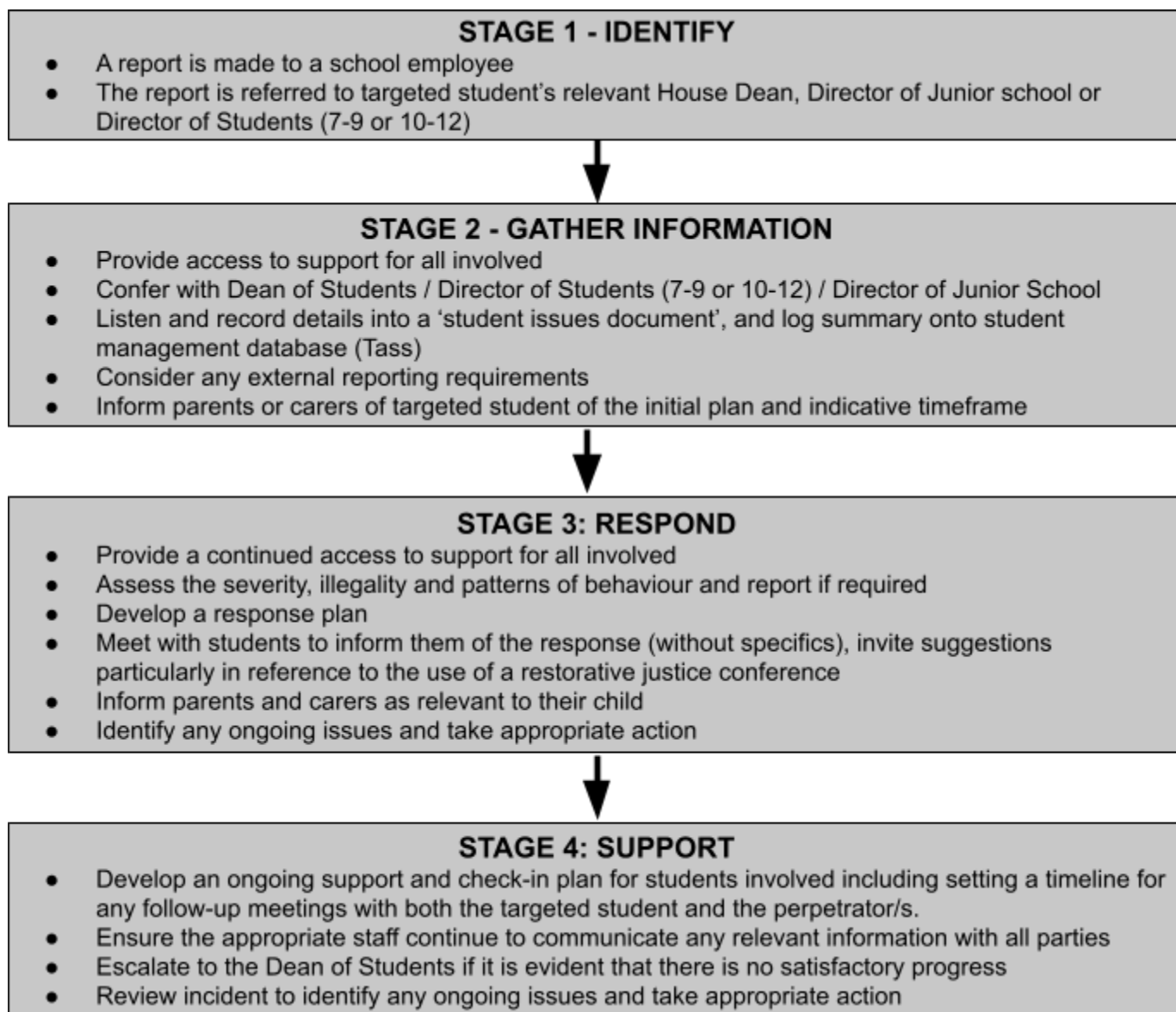
STAGE 4: SUPPORT

SUPPORT

Students who continue to be involved in ongoing bullying and/or harassment issues will be interviewed by the relevant Director of Students / Dean of Students together with their parents. Further responses may include suspension and expulsion, taken at the discretion of the Principal.



Bullying and Harassment Flow Chart - Appendix A



NOTE:

- *At any of the above stages, it may be deemed necessary to report to either the Police or any relevant Government agency. The Dean of Students would be authorising those decisions.*



Contacts - Appendix B

St Joseph's Nudgee College key contacts:

Dean of Students

Mr. James Horrocks

P. 3865 0444

E. aho@nudgee.qld.edu.au

Director of Students (Years 7-9)

Ms Joanne Barrett

p: 3865 0339

e: jba@nudgee.qld.edu.au

Director of Students (Years 10-12)

Ms Lynsey Hale

p: 3865 0344

e: lhl@nudgee.qld.edu.au

Director of Junior School

Mr Chris Cawley

p. 3865 0527

e: cca@nudgee.qld.edu.au

Barrett House Dean

Mr. David Kelly

P. 3865 0566

E. dk@nudgee.qld.edu.au

Duggan House Dean

Mr Karim Sedour

P. 3865 0578

E. kse@nudgee.qld.edu.au

Fogarty House Dean

Mr. Ken Adams

P. 3865 0577

E. kad@nudgee.qld.edu.au

Magee House Dean

Ms. Julianne Daunt

P. 3865 0562

E. jda@nudgee.qld.edu.au

McKenna House Dean

Mr. Tom Hughes

P. 3865 0524

E. thu@nudgee.qld.edu.au

Riley House Dean

Mr Ryan O'Sullivan

P. 3865 0438

E. ryo@nudgee.qld.edu.au

Ross House Dean

Mrs Nicolette Beecham

P. 3865 0454

E. nsc@nudgee.qld.edu.au

Shaw House Dean

Ms. Robyn Mann

P. 3865 0303

E. rma@nudgee.qld.edu.au

External Contacts:

Anti-Discrimination Commission of Queensland

p: 1300 130 670 (state-wide)

<http://www.adcq.qld.gov.au>

Police

p: 3364 6464

<http://www.police.qld.gov.au/>

Kids Helpline

p: 1800 551 800

www.kidshelpline.com.au

Lifeline

P. 131 114

www.lifeline.org.au

CHILD SAFEGUARDING CONTACTS - Appendix C



**BE ALERT
RECOGNISE
REACT
REPORT**

You could be confronted by an unsafe situation at anytime, anywhere!

If you are in control and are aware of what is safe and unsafe, you can deal with it in the right way.

FOR ASSISTANCE YOU CAN TALK TO:

						
SCOTT THOMSON sth@mudgee.qld.edu.au Tel: 3865 0400	JAMES HORROCKS jho@mudgee.qld.edu.au Tel: 3865 0444	CASEY BREALY cbe@mudgee.qld.edu.au Tel: 3865 0336	LYNSEY HALE lhl@mudgee.qld.edu.au Tel: 3865 0344	JO BARRETT jba@mudgee.qld.edu.au Tel: 3865 0359	CHRIS CAWLEY cca@mudgee.qld.edu.au Tel: 3865 0527	NICOLE LAWRENCE nlewlance@mudgee.qld.edu.au Tel: 3865 0354
						
MATT RYALL mryall@mudgee.qld.edu.au Tel: 3865 0353	EMMA GAWTHORNE egawthorne@mudgee.qld.edu.au Tel: 3865 0546	BIANCA COLEMAN bburbury@mudgee.qld.edu.au Tel: 3865 0354	JENNY JORDAN health@mudgee.qld.edu.au Tel: 3865 0501	THEO BETTERIDGE tbetteridge@mudgee.qld.edu.au Tel: 3865 0597	COLLEEN JOSEPH cjoeph@mudgee.qld.edu.au Tel: 3865 0527	

nudgee.com | [#nudgeespirit](https://twitter.com/nudgeespirit)




Policy Review

Reviewed by the Dean of Students (February, 2026). Ratified by the College Leadership Team.

Next review scheduled for January 2027.