MANAGEMENT OF BULLYING POLICY – 2013

To be reviewed: 2015

DEFINITION:

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. Cyberbullying refers to bullying through information and communication technologies.
Conflict or fights between equals and single incidents are not defined as bullying.
Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

National Safe Schools Framework 2011

RATIONALE:

- As a Catholic school, we will reflect the Gospel value – ‘Love one another as I have loved you’.
- The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

AIMS:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- For everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION:

- Parents, teachers, students and the community will be made aware of the school’s position on bullying.
- Teachers will regularly be reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Increasing the Community’s awareness and input relating to bullying, its characteristics and the school’s programs and response.
- To provide and implement programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving – such as Program Achieve – ‘You Can Do It’, Values and Social-Emotional Learning and Circle Time.
- Student surveys, with questions relating to student safety, will be administered annually for the F – 4 students and twice annually for the Year 5/6 students. A bullying survey will be administered to align with the policy review every three years.
- Each classroom teacher will discuss and clarify the school policy on bullying at the start of each year.
- Staff and students will promote the philosophy of ‘No Put Downs’.
- Electives and structured activities will be available to students at break times and a ‘Meeting Place’ has been designated to support students to connect with each other.
B. Early Intervention:
- Teachers will promote and remind students to report bullying incidents involving themselves or others on a regular basis.
- Parents are encouraged to contact school if they become aware of a problem.
- Public recognition and rewards will be given for positive behaviour.

C. Intervention:
- Once identified all those involved will be spoken with, all incidents or allegations of bullying will be carefully investigated and documented and parents will be informed.
- Students identified by others as displaying bullying behaviours, will be informed of allegations as part of the investigation.
- All those involved will be offered counselling and support.

D. Post Violation:
- Consequences for students will be individually based and may involve:
  - exclusion from class.
  - exclusion from the playground.
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from an appropriate agency.
- Support structures will be offered for all those involved.
- Reinforcement and rewards for positive behaviours.
- Classroom Meetings.
- Ongoing monitoring of all students involved.

EVALUATION:
This policy will be reviewed with whole staff, student, parent and community input as part of the school’s three-year review cycle.