



Anti Bullying Policy

RATIONALE

Work in this area is guided by the Catholic Education Commission of Victoria Policy - Pastoral Care of Students in Catholic Schools

- **Pastoral Care has as its focus the Life of Jesus Christ**
- **It is concerned with the dignity and integral growth of the person**
- **It is a responsibility entrusted to all members of the faith community**
- **It is a force for healing, reconciliation and liberation**
- **It is an expression of and commitment to justice**

Reason For:

As a school community we are concerned that bullying can occur within the school, in the class and in the playground. Some parents have expressed concern that they believe nothing is being done to challenge or change the behaviour of particular individuals. The use of the *Strategies Map* provides the school community with the opportunity to achieve the following outcomes:

Definition:

A person is bullied when they are “intentionally exposed regularly and over time to negative or harmful actions by one or more other people”. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Aims

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.

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- 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 aware of the school’s position on bullying.

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The school will adopt a four-phase approach to bullying that is further elaborated in the use of the 'strategies map'.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response. (*Strategies Map*)
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Those identified as demonstrating bullying behaviours will be counselled.
- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D. Post Violation:

Consequences may involve:-

- *exclusion from class.*
- *exclusion from yard.*
- *school suspension.*
- *withdrawal of privileges.*
- *ongoing counselling from appropriate agency for both victim and bully.*
- *Ongoing monitoring of identified bullies.*
- *Rewards for positive behaviour.*

EVALUATION

The Student Welfare Leader will prepare an annual report on the Social Skills program in consultation with classroom teachers. This evaluation will examine the successes and concerns and raise recommendations for future needs.

This policy and program will have a major review every three years.

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ACHIEVEMENT MEASURES

- Use of annual parent survey to measure parent satisfaction and perception of school performance.
- Identified behaviours, both positive and negative identified at staff meeting with opportunity to review staff, parent, student actions.
- A student survey conducted twice a year to provide a data that ensures outcomes re anti-bullying are being met across the school.

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