



ANTI BULLYING POLICY

RATIONALE:

St Bede's School strives to 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 our school environment.

DEFINITION:

Bullying is when someone or a group of people deliberately, repeatedly and intentionally cause hurt or harm to another person or a group of people.

There are four types of bullying.

The Department of Education and Early Childhood Development's Building Respectful and Safe Schools (2010) identifies four types of bullying.

1. Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property.

2. Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

3. Covert bullying

Covert bullying is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Covert bullying includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.



ANTI BULLYING POLICY

4. Cyberbullying

Cyberbullying is overt or covert bullying behaviours using digital technologies. Examples include harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Cyberbullying can happen at any time. It can be in public or in private, and sometimes only known to the target and the person bullying.

Source: <http://www.ncab.org.au>

GOALS:

At St Bede's School we aim to:

- reinforce and define within the school community what bullying is, and the fact that it is unacceptable,
- educate and alert everyone within the school community to the signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim,
- ensure that all reported incidents of bullying are addressed and recorded appropriately and that support is given to all people involved,
- seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION

At St Bede's School we will:

- ensure parents, teachers, students and the school community are aware of the school's position on bullying,
- educate the school community about the forms of bullying and define what bullying is and is not
- report the actions of bullying to the school leadership team.

PHASE A: PREVENTION EDUCATION

At St Bede's School we:

- encourage professional development for staff relating to bullying, harassment and proven counter measures,
- build community awareness and input relating to bullying, its characteristics and the school's programs and response. This may be promoted through the school newsletter, Parents and Friends meetings and other community gatherings,
- strive to provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving,
- implement and reinforce the 5 C's and Values across the school,
- ask that classroom teachers clarify at the start of each year the school policy on bullying,



ANTI BULLYING POLICY

- promote and teach anti-bullying messages and strategies,
- encourage the Year Six Student Leaders, staff and all students to promote the philosophy of the 5 C's,

PHASE B: EARLY INTERVENTION

At St Bede's School we:

- encourage children and staff to report and document bullying incidents involving themselves or others,
- ask that classroom teachers and the principal on a regular basis remind students and staff to report incidents of bullying,
- encourage parents to contact the classroom teacher and/or school if they become aware of a bullying problem,
- promote the construction and continued use of classroom Rights and Responsibilities and the recognition and reward for positive behaviour and resolution of problems.

PHASE C: INTERVENTION

At St Bede's School we:

- take bullying seriously. Once identified each person involved will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented;
- inform students and staff that they have been identified by others as being involved in a bullying incident,
- offer support to all people involved,
- contact parents and consequences are implemented consistent with our school's Behaviour Management Policy,
- take staff bullying very seriously and the principal will commence formal disciplinary action in line with the Catholic Education Office (CEO) Code of Conduct for employees if necessary.

PHASE D: FOLLOW-UP

At St Bede's School we:

- follow the Agreed Procedures from our Student Management Policy. People involved in incidents of bullying will be dealt with on an individual basis and consequences may include:-
 - exclusion from the playground,
 - exclusion from the classroom,
 - withdrawal of privileges,
 - ongoing support for all people involved,
 - recommendation to the school counsellor, with parental consent,
 - school suspension,



ANTI BULLYING POLICY

- reinforce and reward positive behaviours,
- encourage classroom meetings where issues may be discussed and resolved,
- have support structures in place for our Student Management Policy,
- continually, yet gently, monitor those children that have been involved in a bullying incident,
- follow the CEO Code of Conduct for employees.

For additional information on the [Child Protection Code of Professional Standards for Catholic School and System Staffs](#) Policy on the CEO website, please go to the CEO intranet- Policies- Code of Conduct

EVALUATION

This policy will be reviewed with whole staff, student, parent and community input as part of the school's ongoing commitment to the Anti-bullying message.