



ANTI - BULLYING POLICY

Rationale:

All members of the school community are committed to ensuring a safe, caring and respectful environment that promotes personal growth, achievement and positive relationships for all.

All students have the right to feel secure and to learn without disruption, and teachers have the right to teach without hindrance and interruption. A person who bullies another person/s is denying them their rights.

The School will not tolerate any action that undermines a person's right to work or play without interference or fear of victimisation or harassment.

All forms of bullying, whether it is physical, verbal, non-verbal or cyber are not tolerated at any level at Cana Catholic Primary School.

Cana Catholic Primary School will take whatever steps are necessary to stop such behaviour and educate both the target of bullying and the person demonstrating bullying behaviour.

Scope:

This policy applies to all school activities, including camps and excursions.

Definitions of Bullying:

Bullying occurs when someone, or a group of people, deliberately and repeatedly upset, harass, intimidate, threaten or hurt another person or damage their property, reputation or social acceptance. There is an imbalance of power in incidents of bullying, where the bully or bullies have more power than the target due to their age, size, status or other reasons.

Bullying may be direct or indirect, physical or verbal, and includes cyberbullying. Bullying is not a one-off disagreement between two or more people or a situation of mutual dislike.

Bullying can be:

1. **direct physical bullying** --- e.g. hitting, tripping, and pushing or damaging property.
2. **direct verbal bullying** – e.g. name calling, insults,, verbal abuse or displaying offensive posters.
3. **indirect bullying** – e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person and/or damaging a person's social reputation or social acceptance.
4. **violence** - including threats of violence
5. **sexual harassment** - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation

6. **homophobia** and other hostile behaviour towards students relating to gender diversity and sexuality
7. **discrimination including racial discrimination** - treating people differently because of their identity or diversity

(Diversity refers to the broad range of differences amongst students and their communities and includes aspects of gender, race, geographical location, culture, socio-economic background, age, ability/disability, religion, sexual preference and sexual identity)

Cyberbullying is direct or indirect bullying behaviours using digital technology. For example via a mobile phone, tablets, computers, chat rooms, email, social media, etc. It can be verbal, written or include use of images, video and/or audio.

Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts of harassment, nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion, they are not being bullied. Harassment, nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, single episodes of harassment, nastiness or physical aggression are not acceptable behaviours at our school.

Many distressing behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing behaviours of concern are encouraged to report their concerns to school staff.

Aims:

- To teach and reinforce within the school community what bully behaviour is, and 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 a bystander/observer or victim.
- To ensure that all reported incidents of bullying are followed up in accordance with school policies and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

When responding to bullying behaviour, Cana Catholic Primary School aims to:

- be proportionate, consistent and responsive
- find a constructive and positive solution for everyone
- stop the bullying from happening again

- restore the relationships between the students involved.

Cana Catholic Primary School acknowledges that school staff owe a duty of care to students to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying,
- The school will educate students, parents and teachers about cyber bullying, violence and the effects it has on others.

A. Primary Prevention:

- Ongoing professional development for staff relating to bullying, harassment and the strategies that counter-acts them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response through parent nights and school newsletters.
- To provide programs that promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving
- Student Wellbeing program implemented across the school, including regular 'catch-ups' in the classroom.
- Each classroom teacher to clarify at the start and throughout the year, the school policy on bullying.
- Staff and students to promote the philosophy of 'No Put Downs' and 'Stand Up'.

B. Early Intervention:

- Teach all students the 'Naming It' strategy and continue to revisit the strategy on a regular basis.
- Encourage students to report bullying incidents involving themselves or others by teaching students about being a bystander/witness.
- Classroom teachers regularly remind students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact the school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Once identified the bully, victim and bystanders spoken with, and all incidents or allegations of bullying will be fully investigated and documented by staff.
- Both bully and victim offered support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Wellbeing Policy.

D. Post Violation:

- Consequences may involve:-
 - exclusion from class.

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

This policy is implemented in conjunction with the Behaviour Management Policy

This policy was last reviewed in 2019.