

Prevention and Management of Bullying Policy



Rationale

At Good Samaritan Catholic Primary School (the School) all categories of bullying, harassment and discrimination will not be tolerated. We have learnt to value mercy and compassion through the story of the Good Samaritan and encourage these values of equality in our school.

The School is committed to promoting positive relationships and encouraging tolerance between all members of the school community and will not tolerate bullying or any forms of harassment, whether it be physical, verbal or cyber bullying.

Good Samaritan Catholic Primary School will endeavour to ensure students and staff can exercise their right to learn or to teach, and have a right to feel safe and secure in their school environment and in cyberspace.

Purpose

To support all members of the school community to contribute to preventing bullying by modeling and promoting appropriate behaviour and respectful relationships.

To reinforce within the school community what bullying is, and the fact that it is unacceptable. To identify bullying in the school, where and when it is occurring and who are the victims and the offenders.

To encourage everyone within the school community to be alert to signs and evidence of bullying and to take on the 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 offenders.

Our Values

The charism of the School provides a constant reminder to all students to strive to be like the Good Samaritan and be the life-giving influence of mercy, compassion, respect, justice and excellence with each person they encounter.

Our School values encapsulate this charism:

Mercy: We act with kindness and with a heart full of love.

Compassion: We seek to understand the needs of others and are willing to help them.

Justice: We treat everyone fairly, recognising that each individual has both rights and responsibilities.

Respect: We value the sacredness and dignity of each person.

Excellence: We strive to be the very best we can possibly be.

Principles

- Bullying, in any form, is unacceptable behaviour at Good Samaritan Catholic Primary School.
- All members of the school community share a joint responsibility to identify and address bullying behaviour.
- Parents/caregivers have an integral role to play in the prevention and resolution of bullying.
- Explicit instruction on the school's policy and procedures for dealing with incidents of bullying is essential.
- Effective record-keeping is a crucial and expected component of the school's response to the issue of bullying.

Definitions

Bullying: Bullying is repeated verbal, physical, social, cyber or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Discrimination: Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Harassment: Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment. It may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person(s). It may be intentional or unintentional.

This policy applies to all forms of bullying, violence and harassment including the following:

1. **Physical:** kicking, hitting, grabbing, pushing, throwing objects, rude gestures or invasion of personal space.
2. **Psychological:** intimidating gestures, threats, exclusion, offensive notes or the taking/damaging of other people's property.
3. **Verbal:** name calling, offensive language, spreading rumours, put down remarks, picking on people because of their race, gender, appearance or talents.
4. **Sexual:** use of rude names, telling sexually orientated jokes, drawings of or writing about someone's body, touching and brushing against another person in a sexual manner.
5. **Religious Intolerance:** not recognising and respecting the beliefs and/or practices of others.
6. **Cyberbullying:** Young students have embraced the use of ICTs to maintain contact with friends and make new ones. They send emails, create their own websites, post intimate personal news in blogs, send text messages and images via cell phones, message each other through instant messages, chat in chatrooms, post to discussion boards, and seek out new friends in community sites. While most interactions are positive, at times these technologies are used to harass and intimidate others. This is known as cyber bullying.

Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- Children not getting along well
- A situation of mutual conflict
- Single episodes of nastiness or random acts of aggression or intimidation.

Scope

This policy covers the behaviour of students, whether as individuals or collectively.

Student Rights

1. To learn.

Student Responsibilities

- Cooperate
 - Work to achieve personal best whilst allowing others to do the same
 - Do your personal best
2. To be safe.
- Move and play in a safe way
 - Maintain a safe and secure school environment
3. To be treated with mercy, compassion, respect and justice.
- Treat people and property with respect
 - Treat others with courtesy, kindness and respect
 - Value others for their individuality
4. To express opinions in an appropriate manner.
- Listen to others' point of view

Where the School becomes aware of out-of-school hours bullying and cyber-bullying that is outside the scope of this policy, it will report the matter to parents/caregivers, the police or other appropriate authority.

Implementation

1. Students and their parents/carers, school staff and broader community will be made aware of the School's position on bullying, including cyber bullying.
2. The school will promote positive attitudes and behaviour such as mutual respect, caring for others, developing self-esteem, confidence and self help skills to contribute to the prevention of bullying.
3. Students and their parents/carers and the School staff will all contribute to the prevention of bullying at Good Samaritan Catholic Primary School.
4. The School will ensure consistent professional conduct from all staff members when managing occurrences of bullying.
5. The School will provide ongoing training and learning opportunities for all staff, students and parents to support effective strategies for the prevention and management of all forms of bullying.
6. The School will keep systematic records of incidents of bullying and interventions which are regularly analysed to identify patterns, perpetrators and trends. These incidents should be communicated to relevant staff, maintaining confidentiality as appropriate.

Roles and Responsibilities

Students can support the prevention of bullying by:

- Being actively involved in the variety of programs that the school offers.
- Developing a sense of respect and understanding of the needs of others.
- Not taking part in any form of bullying.
- Reporting incidents of bullying including, cyber bullying, involving themselves or others to his or her parents and a member of staff.
- Supporting students who are being bullied.

- Not breaching the privacy of other students, staff and members of the school community through any unauthorized recording or filming.
- Not disseminating inappropriate information through digital media or other means.

Staff can support the prevention of bullying by:

- Promoting anti-bullying programs in the classroom and school.
- Listening sympathetically to students who need support and initiating action.
- Expressing disapproval of all forms of bullying including cyber-bullying whenever it occurs and following up appropriately.
- Providing strategies for both students and parents to deal with bullying issues.
- Intervening in general incidents of bullying they may witness in the classroom and playground.
- Implementing the Management of Inappropriate Student Behaviour procedures and guidelines with regard to appropriate use of the school information and communications technology.
- Be a positive role model for their children in their care.

Parents can support the prevention of bullying by:

- Addressing unacceptable behaviour of their children both at home and at school.
- Being a positive role model for their children.
- Informing the school of any concerns and allowing the school to follow up those concerns.
- Seeking understanding of bullying instances before reacting.

Communication and Evaluation

The Prevention and Management of Bullying Policy and its associated and procedures will be widely promoted to all students, staff, parents/carers and the local community.

This policy will be reviewed biannually.

Supporting Policies and Procedures

The Prevention and Management of Bullying Policy is part of a suite of school policies and procedures that promote positive relationships and encouraging tolerance between all members of the school community.

LT3 Promoting Student Engagement and Positive Behaviour Framework

LE1 Child Safe Policy

LEP2 Procedure for Managing Instances of Bullying

LTP3 Procedure for Managing Inappropriate Student Behaviour

