



Holy Family Primary School

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'We endorse Parramatta C.E.O. policies, procedures & guidelines.'



ANTI BULLYING POLICY

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1.0 Rationale

Bullying behaviours are about an imbalance of power where there is deliberate intent to cause harm or distress. These behaviours can be verbal, social psychological or physical. They impact on the lives of the person/people being bullied, those doing the bullying and those looking on. Bullying incidents can be isolated or repeated. Bullying is not tolerated at Holy Family Primary School and all members of the school community are committed to ensuring that a safe and caring environment is evident at all times. Holy Family community supports the premise that self worth and self esteem flourish where individuals feel safe and happy.

Every student and member of staff at Holy Family Primary School has the right to feel safe all of the time. Students learn best in safe environments, free from emotional or physical abuse, which could have detrimental effects on their ability to relate to their peers, work productively and make the most of their educational experience. Bullying can frighten and deter students from believing that they can achieve their goals to the best of their ability.

The person doing the bullying may experience difficulty in relating and working with their peers. These difficulties may be compounded when they leave school making living and working in society more difficult for them because of their own insecurities.

Adults may also experience poor self-esteem and lowered self confidence as a result of bullying. Their ability to work productively may be considerably lowered. Indeed all victims of bullying may also lack concentration, lose sleep and relationships with family and friends may suffer greatly.

2.0 Aims

This Anti-Bullying Policy aims to foster a spirit of tolerance, respect and acceptance.

- 2.1 For all members of the community to feel safe at all times in the school environment.
- 2.2 To provide appropriate teaching programs to identify and discourage bullying.
- 2.3 To foster a caring environment so that all students can develop positive self esteem and social skills and be educated in a secure and happy environment.
- 2.4 To provide guidance for those who resort to bullying tactics in their day to day dealings with others.
- 2.5 To provide support for all victims of bullying.

3.0 Implementation

- 3.1 It is the responsibility of the Principal to ensure specific policies, procedures and curriculum measures are established and implemented in the school to develop and maintain a culture of care in which bullying behaviour is not accepted under any circumstances.
- 3.2 Procedures to manage any incidents that may arise from bullying are also the responsibility of the Principal and school staff and need to be addressed in specific school protocols. The Principal should ensure that the school community is made aware of these policies and procedures.
- 3.3 It is the responsibility of the Catholic Education Office to provide appropriate system support and direction to the Principal and staff so that they can establish safe and protective school environments for all students.
- 3.4 In schools and educational settings those responsible will work towards preventing bullying through a range of strategies (see *CEO Anti-Bullying Policy 2005*).
- 3.5 Documentation gathered in response to specific instances of bullying will indicate:
- what was allegedly said and done to the complainant
 - the date, time and the place when the incident(s) occurred
 - any witnesses to the incident
 - the reaction (if any) of the complainant
 - whether the complainant had experienced that treatment before (if yes, a staff member should establish if it was from the same student or students)
 - notification of the incident to the parents of those students involved in the incident
 - follow-up action, in conjunction with the relevant staff member and student.
- 3.6 Follow-up action will ensure:
- resolution of the problem in an amicable and impartial manner
 - advice to the complainants that they may take the matter further if they are not satisfied with the way that the school handled their complaint
 - monitoring of the situation
 - appropriate feedback to parents of students involved.
- 3.7 Persistent incidents of bullying that interfere with the safety and well-being of other students need to be reviewed in the context of other relevant diocesan student welfare policies, and appropriate action taken.
- 3.8 Where the bullying behaviour has involved a crime, such as common assault, school-based actions will include a report to the Department of Community Services (DOCS). Further referral to other agencies may also be made and the advice of the police may be sought.
- 3.9 Support is available from the NSW Police School Liaison Officer at Granville Police Station.
- 3.10 Procedural fairness always applies in dealing with any incidents of bullying. Appropriate and timely support, management and resolution of reported incidents of bullying will be offered to all persons involved in these incidents.

WHAT STUDENTS AND STAFF CAN DO TO STOP BULLYING:

- respect everyone's rights to be happy and safe;
- be friendly and assertive, not aggressive;
- report to or discuss with teacher or member of school executive any bullying if unable to personally deal with the situation;
- encourage others to be positive and supportive towards each other.

HOW PARENTS CAN SUPPORT THE PROGRAMME:

- talk to your child/children about the correct sorts of social behaviour;
- support Holy Family Primary School Pastoral Care Policy & School Management Policy,
- support the school referral system and counselling sessions for bullies and victims;
- ask your child/children questions about what has been happening, how they responded, how they feel and what they might be able to do about it;
- encourage your child/children to report any bullying;
- talk to your child/children about ways of getting on with others;
- encourage your child/children to settle any disagreements as positively as possible, as retaliation is not an acceptable Christian response.

WHAT THE TEACHERS ARE DOING TO HELP:

- the staff at Holy Family Primary School are fully committed to this policy;
- all staff members will act to eliminate bullying from both the playground and the classroom;
- staff will ensure that core units of work from the relevant PDHPE Syllabus & Religious Education 'Sharing Our Story' Program, are implemented in class programs. Such units of work support the building of self-esteem, respect and resilience.
- In 2011, staff introduced the use of the 'Bounce back Program' to build student resilience. Research shows that students who are resilient, and who have skills to counter act bullying behaviours, can minimise the effects of bullying.
- the teaching staff will continue to use the guidelines and procedures for investigating and dealing with matters under the Pastoral Care Policy & School Management Policy,

DEFINITION OF BULLYING:

Bullying is repeated psychological or physical oppression of a less powerful person or group of persons by a more powerful person or group of persons (Rigby, 1996) that creates a risk to mental and physical health and safety. Bullying is ongoing in nature and the bully is encouraged by another's pain, distress, fear and humiliation. Bullying may manifest itself in the form of emotional, social, verbal and/or physical incidents, all of which will cause distress.

Physical: hitting; pushing; tripping; kicking; spitting on others.

Verbal: teasing; using offensive names; yelling or screaming abuse; constant criticism of a person; inappropriate comments about a person's appearance.

Non-verbal: writing offensive notes, in any medium; graffiti about others; rude gestures.

Psychological: spreading rumours; hiding or damaging possessions; inappropriate use of information technologies, such as using email, websites or text messaging to hurt others; using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.

Social-Emotional: deliberately excluding others from a group; refusing to sit next to someone; overtly encouraging other people to actively ignore or avoid person.

Extortion: threatening to take someone's possession, food or money.

Property: stealing, hiding, damaging or destroying property.

4.0 Budget

A budget will be provided for the professional development of staff and acquisition of resources.

5.0 Evaluation

The Principal, with delegated responsibility to the Leadership Team will be responsible for the planning, implementation and review of this policy.