



Guardian Angels' Catholic Primary School

Anti-Bullying Policy

Anti-Bullying Policy

Relationships Policy Statement

Guardian Angels' School affirms God's presence in all people. As a result we acknowledge our sacred and relational nature and commit ourselves to developing a community which releases energy in love and trust rather than fear and doubt.

We aim to be a supportive, caring community, encouraging and challenging each other to fullness of life in Christ.

Statement of Beliefs

At Guardian Angels' School we believe that all members of our school community have an equal right to feel safe and secure at school. Christ's spirit and values permeate all areas of school life and take precedence over all else. Bullying and harassment are unacceptable behaviours that conflict with these values and as such have no place in our school community.

Definition of Bullying

We define bullying as the deliberate, repeated mistreatment of another person – physically, verbally and/or emotionally/psychologically - with the aim of dominating, excluding or intimidating others.

Bullying is not one-off incidents of name-calling or physical abuse (although these actions are certainly unacceptable). It is only bullying when it is deliberate, repeated and there is an imbalance of power involved.

Examples of Bullying:

Physical: hitting, kicking, pushing, punching, pinching, biting, tripping

Verbal: put downs, name calling, insulting, threatening others, obscenities, teasing, gossip, racist remarks

Emotional/psychological: spreading nasty rumours, excluding others, isolating others, making threats, cyberbullying (for example using social media such as mobiles, social network sites, email to engage in bullying behaviour)

Guardian Angels' School's Strategies for addressing Bullying Behaviour

- To provide a program of education for all stakeholders – parents, staff and students. This will be done by engaging in staff professional development, information sessions for parents and students, lessons in classrooms, newsletter articles.
- Social skills programs to give students a tool kit of strategies to deal with bullying behaviours, increase resilience and develop conflict resolution skills.
- Staff, parents and students are encouraged to be vigilant and report incidents of bullying behaviour to an appropriate person.
- A formal method of reporting incidents of bullying is made available to students

Responsibilities of students:

- To have an understanding of bullying and bullying behaviours
- To report incidents of bullying, whether a victim or a witness
- To help someone who is being bullied
- To not bully others

Responsibilities of staff:

- To model appropriate behaviour at all times
- To ensure that students are supervised adequately
- To be alert to any signs of distress
- To respond to all reported or witnessed incidents of bullying
- To teach students the skills that will empower them to take responsibility for themselves
- To teach students to value diversity, tolerance and respect

Responsibilities of parents/caregivers:

- To support the anti-bullying policy of the school
- To model appropriate behaviour at all times
- To be alert for signs that your child may be being bullied or bullying others
- To encourage and support your child to report incidents of bullying, whether as a witness or a victim

UNDER NO CIRCUMSTANCES SHOULD PARENTS CONTACT OR APPROACH OTHER PARENTS OR STUDENTS ABOUT ANY INCIDENTS OF BULLYING

Responding to Reported Incidents of Bullying

- A member of the Guardian Angels' Leadership Team will investigate all reports of bullying behaviour. A member of the school's Leadership Team will interview students involved in reported incidents of bullying behaviour to establish the nature of the incident. A "no blame" approach will be followed.
- Appropriate support/consequences will be put in place for all those involved. A range of follow-up options will be considered depending on the nature of the situation. These may include mediation, time-out, restitution, or counselling.
- Once it has been established that bullying has occurred, contact with both the victim's and the perpetrator's parents will be made.
- In the case of further incidences of a student choosing bullying behaviour, a meeting with parents/caregivers will be held. A Goal Setting/Action Plan will be implemented and reviewed.
- Contact will be made with the parents/caregivers of a student who repeatedly displays victim behaviours. A Goal Setting/Action Plan will be implemented and reviewed.
- Referral to Guidance Counsellor or other support people may occur when either bullying or victim behaviour is persistent and resistant to change.

Useful Resources:

1. Rigby, K (2003). *Bullying Among Young Children: A Guide for Teachers and Carers*.
2. *Very Mixed Emotions: A Discussion Starter on Bullying in Childhood*. (DVD) National Community Crime Prevention Programme of the Australian Government
3. National Centre Against Bullying (ncab.org.au)
4. Bullying. No Way!(bullyingnoway.com.au)
5. Kids Helpline (kidshelp.com.au)