



ANTI-BULLYING POLICY

Related Documents:

- Behaviour Management Policy
- Student Computer and Internet Contract

Local Agencies:

Bankstown Police Liaison Officer: Senior Constable Angwin

Contact Details: 9783 2199

Rationale

Holy Saviour School aims to create an environment of mutual respect in which all students, teachers and community members can grow and learn, feeling safe and valued at all times. This understanding is underpinned by the Gospel Values we integrate into our teaching and learning process.

Holy Saviour School can help students become responsible global citizens who positively contribute to their communities and the world by instilling these values in students. Providing students with the necessary skills and knowledge to succeed academically, socially, and emotionally is also essential.

Definition

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

Bullying can happen:

- face-to-face (e.g. pushing, tripping, name-calling)
- at a distance (e.g. spreading rumours, excluding someone)
- through information and communications technologies (e.g. use of SMS, email, chat rooms)

BULLYING is any repeated behaviour that is deliberately hurtful, unwelcome or threatening. There are five kinds of bullying:

- **Physical bullying:** e.g. hitting, poking, tripping, pushing or damaging someone's belongings, unwanted touching, stealing
- **Verbal bullying:** e.g. name calling, insults, put-downs, racist remarks, verbal abuse
- **Social bullying:** e.g. lying, spreading rumours, playing nasty jokes, mimicking, deliberately excluding someone
- **Psychological bullying:** e.g. intimidation, manipulation, stalking
- **Cyberbullying:** e.g. using technology (such as email, blogs, mobile phones, chat rooms, social networking sites etc.) to verbally, socially or psychologically bully

Some conflicts between children are a normal part of growing up and are to be expected. These conflicts or fights between equals, and one-off incidents, are not considered to be bullying, even though they may be upsetting and need to be resolved. Examples include:

- An argument or disagreement
- Social rejection or disliking someone
- Single episodes of nastiness or spite
- Random acts of aggression or intimidation

The key features of bullying are that it:

- causes hurt or distress to the target and others;
- is repeated;
- involves the use of power in an unfair way and is
- toxic to our school community

SYMPTOMS OF BULLYING

For behaviours to be classified as bullying, it needs to involve repeated actions that are intended to cause hurt. Not having friends or not being popular is not necessarily a sign that a person is being bullied. It may mean a person lacks interpersonal skills.

There is a difference between bullying behaviour and what can be described as normal interpersonal conflict. The symptoms associated with bullying include, but are not limited to:

- does not want to go to school or participate in school activities
- does not appear to have friends
- missing belongings
- has torn clothing
- seems to have become fearful and anxious
- has more mood swings and seems to be crying more often
- seems to have a drop in academic performance
- has poorer physical health and changes in sleep habits
- has increased negative self-perception

CYBERBULLYING

Cyberbullying can be particularly damaging because of the capacity it has to humiliate, hurt and harm a person in front of a huge “audience”, and the bully can remain anonymous. A dangerous feature of cyberbullying is that it can be done quickly and easily. On an impulse, a person can create emotional havoc for another and do so before the voice of reason hints at the inappropriateness of the action.

The signs of possible cyber-bullying include certain behaviour with phones and computers, for example:

- being hesitant about going online
- seeming nervous when an instant message, text message or email appears
- being visibly upset after using the computer or mobile phone or suddenly avoiding it
- minimising the computer screen or hiding the mobile phone when you enter the room
- spending unusually long hours online
- receiving suspicious phone calls, emails or packages
- withdrawing from friends, falling behind in schoolwork, or avoiding school

STUDENT GUIDELINES

Below are guidelines students should adhere to when using Internet tools in the classroom or in any way related to classroom or school activities. Students should follow these guidelines anytime they post material that could identify them or their relationship to the School.

- Be aware of what you post online. Social media venues are very public. What you contribute leaves a digital footprint for potentially all to see. Do not post anything you wouldn't want friends, parents, other family members, teachers, or a future employer to see.
- Be safe online. Never give out personal information, including, but not limited to, last names, phone numbers, addresses, exact birthdates, and pictures. Do not share your password with anyone besides Holy Saviour School staff and your parents.
- How you represent yourself online is an extension of yourself. Do not misrepresent yourself by using someone else's identity.
- If you run across inappropriate material that makes you feel uncomfortable or is not respectful, informs staff or parents right away

HOW HOLY SAVIOUR SCHOOL RESPONDS TO BULLYING

Bullying is viewed as a major breach of school rules and behavioural expectations, and therefore follow-up action will align with our school Behaviour Management Guidelines.

Parents may see or hear from others that their child:

- repeatedly teases, imitates or makes fun of the same child
- appears to dominate or control others repeatedly
- shows no compassion for someone who is experiencing bullying
- repeatedly excludes or ignores the same child
- whispers about the same child behind their back frequently

It can be upsetting to be told that your child has bullied others. Children who use bullying behaviours need support to learn better ways of relating to others. Parents are encouraged to stay calm and learn more about your child's behaviour so that any bullying behaviours can be addressed, and:

- discuss with your child why they might be behaving this way
- discuss the behaviours with the school
- consider what is going on at home
- explain why bullying is unacceptable
- make clear rules and consequences for your child' behaviour

INTERVENTION

Depending on the nature of the situation, the school may work closely with Bankstown Police School Liaison Officer, who will assist with mediation, education and advice on effective intervention strategies for the School.

WHAT SHOULD YOU DO IF YOU ARE BEING BULLIED

If you believe you or someone you know is being bullied, you are encouraged to report your concerns immediately. The report should be made to your class teacher, school chaplain, school psychologist, parent, or any adult you feel comfortable with.

The person receiving the complaint will report it to your classroom teacher and/or Executive staff member for action. Any reported bullying incident would be followed up sensitively, and actions would be taken and documented.

SUPPORT AGENCIES

If needed, further help can be obtained from:

- Kids Helpline: Ph.: 1800 551 800
- Lifeline: Ph.: 131 114

Websites:

- www.bullyingnoway.com.au
- www.kidshelp.com.au
- www.takeastandtoghether.gov.au

SCHOOL RECORD KEEPING

Documentation gathered in response to specific instances of bullying should indicate the following:

- what was allegedly said and done to the complainant
- the date, time and place when the incident(s) occurred
- any witnesses to the incident
- the reaction (if any) of the complainant (victim)
- 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

Follow-up action will ensure:

- resolution of the problem in a polite and unbiased 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

Persistent incidents of bullying that interfere with the safety and well-being of other students need to be reviewed in the context of the student behaviour management guidelines, and appropriate action is taken.

Where bullying 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.

Procedural fairness always applies in dealing with any incidents of bullying. Appropriate and timely support, management and resolution of reported bullying incidents will be offered to all persons involved.

POLICY Dates			
Implementation	June, 2023	Reviewed	Sept 2016, Sept 2019, Sept 2020
Next Policy Review Date	November, 2026		
Policy Authorisation	Principal: Dianne Klumpp		
Policy Number	0006		