

ANTI-BULLYING POLICY – STUDENTS

Policy Summary

Holy Saviour School does not tolerate bullying.

We:

- Teach children how to build respectful relationships
- Encourage students to speak up early
- Respond promptly and fairly to concerns
- Support both the child experiencing bullying and the child engaging in bullying
- Work in partnership with families
- Monitor patterns and continuously improve our practices

If your child experiences bullying, please contact your child’s teacher or school leadership immediately.

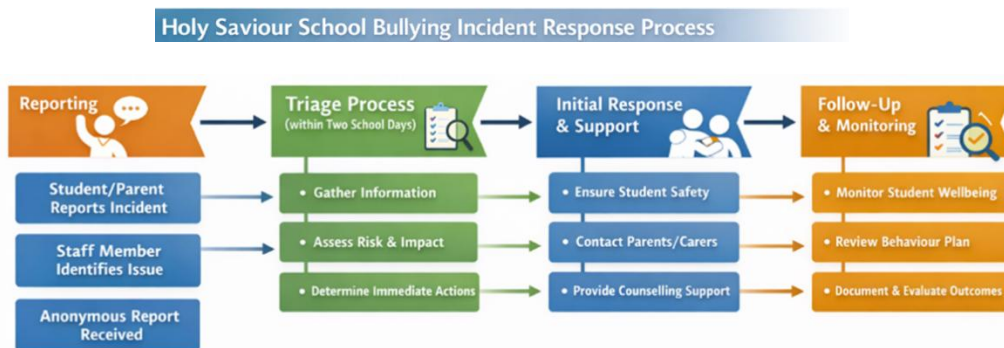
Related Documents:

- Behaviour Management Policy
- Student Computer and Internet Contract

Local Agencies:

Bankstown Police Liaison Officer: Senior Constable Angwin

Contact Details: 9783 2199



Procedural Fairness



Trauma-Informed



Confidentiality

Safety and Wellbeing Is Our Priority

1. Policy Statement

Holy Saviour School is committed to providing a safe, inclusive and respectful learning environment where every student is valued and treated with dignity. Our approach to preventing and responding to bullying is grounded in Gospel values and aligns with the NSW Anti-Bullying Framework (2023).

We adopt a whole-school, evidence-informed and multi-tiered approach to prevent, identify and respond to bullying, including cyberbullying, ensuring student wellbeing and safety are actively protected.

2. Catholic Identity and ROSE Values Alignment

Our anti-bullying approach is grounded in:

- The inherent dignity of every person created in the image of God
- Restorative justice and reconciliation
- Compassion, accountability and forgiveness

This policy aligns with our ROSE framework:

- Respect for Self – recognising personal dignity and acting with integrity
- Respect for Others – building relationships based on empathy and kindness
- Respect for Environment – contributing positively to a safe and inclusive community

Bullying contradicts our Gospel mission and undermines the safety and belonging of our community.

3. Definition of Bullying

In alignment with the NSW Anti-Bullying Framework, bullying behaviour is typically:

- Ongoing and deliberate
- A misuse of power in relationships
- Repeated (covert or overt)
- Verbal, physical, social and/or psychological
- Online and/or offline
- Intended to cause physical, social or psychological harm
- Difficult for the target to stop

Bullying includes:

- Physical bullying – hitting, pushing, damaging property
- Verbal bullying – name-calling, insults, racist remarks
- Social bullying – exclusion, rumours, humiliation
- Psychological bullying – intimidation, manipulation
- Cyberbullying – use of technology to harm others

Single incidents, disagreements or conflict between equals are not classified as bullying but will still be addressed appropriately. Examples include:

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

4. OUR WHOLE-SCHOOL APPROACH

A. PREVENTING

Holy Saviour School actively builds a positive, inclusive culture.

Student Wellbeing and Safety

- Clear behavioural expectations embedded in daily routines
- Active supervision and structured environments
- Promotion of kindness, empathy and inclusion

Social and Emotional Skill Development

- Explicit teaching of respectful relationships
- Emotional regulation and conflict resolution
- Responsible digital citizenship
- Help-seeking strategies

Positive Relationships

- Strong staff-student relationships
- Student voice opportunities
- Encouraging students to act as upstanders

B. RESPONDING

Holy Saviour School responds to bullying in a transparent, coordinated and timely manner.

Transparent and Prompt Action

- All reports taken seriously
- Structured triage process
- Reasonable efforts made within two school days to ensure affected students are supported
- Procedural fairness applied

Support for Students Targeted by Bullying

- Immediate safety planning
- Trauma-informed and non-stigmatising care
- Ongoing monitoring and follow-up
- Counselling where required

Response to Students Who Engage in Bullying

- Proportionate consequences aligned with Behaviour Management Policy
- Restorative conversations where appropriate
- Explicit teaching of alternative behaviours
- Behaviour support plans where required
- Parent engagement and collaboration

C. PARTNERING

Student Voice

- Students contribute to wellbeing initiatives
- Feedback informs prevention strategies

Partnerships with Families

- Open, respectful and culturally aware communication
- Shared responsibility for behaviour support
- Early engagement to prevent escalation

Community Partnerships

- School counsellor
- Catholic Schools personnel
- Police School Liaison Officer
- External wellbeing agencies when required

D. IMPLEMENTING (Multi-Tiered System of Support)

Tier 1 – Universal Supports

- Whole-school expectations
- Social-emotional learning programs
- Positive behaviour reinforcement

Tier 2 – Targeted Supports

- Small group interventions
- Targeted behaviour monitoring
- Parent collaboration

Tier 3 – Intensive Supports

- Individualised behaviour plans
- Counselling support
- External agency involvement

Professional Learning

- Ongoing staff training in recognising covert and online bullying
- Trauma-informed practice
- Consistent documentation procedures

Data and Continuous Improvement

- Accurate recording of all incidents
- Regular data review to identify trends
- Annual evaluation of strategies
- Scheduled policy review

5. Reporting and Record Keeping

Documentation will include:

- Details of the incident
- Students involved and witnesses
- Parent communication
- Actions taken
- Follow-up and monitoring outcomes

Records are retained securely to support transparency and informed decision-making.

6. Serious Incidents

Where bullying involves potential criminal behaviour or child protection concerns, mandatory reporting obligations will be followed and external authorities engaged where required.

7. Framework Alignment Table

NSW Framework Component	Holy Saviour School Practice
Preventing	Explicit social-emotional learning, inclusive culture, ROSE values, positive behaviour expectations
Responding	Structured triage, two-day support timeframe, trauma-informed responses, restorative practices
Partnering	Family engagement, student voice, community agency collaboration
Implementing	Multi-tiered system of support, aligned policies, professional learning, regular data review

8. Support Services

Kids Helpline: 1800 551 800

Lifeline: 13 11 14

Policy Authorisation

Principal: Dianne Klumpp

Holy Saviour School

POLICY Dates			
Implementation	Sept 2016	Reviewed and revised	Sept 2016, Sept 2019, Sept 2020, June 2023, 2nd March 2026
Next Policy Review Date	November, 2027		
Policy Authorisation	Principal: Dianne Klumpp		
Policy Number	0006		