

Diocesan Education Council
DIOCESE OF ROCKHAMPTON



Year Adopted: 2013

Policy M304

Bullying

Preamble

Bullying is 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. Cyber bullying refers to bullying through information and communication technologies.

Rationale

All members of St Mary's School Community are entitled to develop fully as human beings (academically, spiritually, culturally, socially, physically and emotionally) without unwelcome interference from others. Anyone who feels threatened by the actions of others is distinctly disadvantaged in this learning and development process.

"Bullying is an insidious behaviour that transgresses children's natural right to feel safe and secure. It can adversely affect their learning, emotional well being, further peer relations and their sense of self. Bullying takes many forms and guises including physical and emotional abuse, intimidation, harassment and exclusion." (Grose, 2009:1)

The effects of bullying are damaging for victim, perpetrator and spectator and all need to be managed appropriately and discreetly as resolutions are developed.

Values

Each person is created in the image of God and, at the core of the Church's pastoral action, is a deep respect for the innate dignity and uniqueness of the individual. Christian ethos maintains that all students and their families have the right to a learning environment free of bullying.

Policy

All members of the Catholic school community accept the responsibility to promote the development and maintenance of a school learning environment that is free from bullying and to undertake initiatives to prevent and eliminate such behaviour.

Implementation Issues

1. Create a caring, a respectful, inclusive and supportive **school culture where members of the school community feel safe.**
2. Adopt a **clear whole school definition** of bullying.
3. Establish clear procedures, developed in collaboration with staff, students and parents/carers, which addresses all forms of bullying. These procedures or guidelines should be communicated to parents, students and staff in student handbook, diaries and newsletters and is available on the school website.
4. Collaboratively develop **procedural steps to respond appropriately to bullying incidents** that are clearly documented and define the roles and responsibilities of staff, students and parents/carers.
5. Establish **teaching and learning programs** that promote personal development and address all forms of bullying
6. Provide **professional development** to assist school staff to understand the anti-bullying policy, implement teaching and learning programs, and to provide support for students at high risk times and in high risk settings.
7. **Consult students** regularly to monitor and determine the types of bullying behaviour and in what school and social contexts bullying occurs.
8. Create **physical environments** in the school and staff supervision practices that limit the incidences of bullying.
9. **Support and engage families** by maintaining regular, clear communication and through parent awareness and skill building.

10. Establish a process for **regularly reviewing** and celebrating the effectiveness of school policies programs and procedures.
11. At St Mary's, the school provides a Counselling service for all involved.

**Reflection
Material**

- St Mary's Staff Handbook – "Bullying – The St Mary's Response".
- <http://education.qld.gov.au/studentservices/behaviour/qsav/school-resource.html>
- <http://www.ncab.org.au/>
- <http://www.ccypcg.qld.gov.au/about/news/2010/November/Queensland-Schools-Alliance-Against-Violence.html>
- <http://www.deewr.gov.au/Schooling/NationalSafeSchools/Pages/anti-bullyingpolicies.aspx>
- www.bullyingnoway.com.au
- www.kenrigby.net

Links to other DCEO Policies and Documents:

- 2010 – 02 Grievance Procedures for Parents and Students
- 2010 – 05 Information Communication Technologies (ICT) and IT Acceptance Use Guidelines
- 2011 – 01 Pastoral Care in Schools
- 2011 – 09 Prevention and Elimination of Sexual Harassment and Bullying
- Student Protection Processes 2013
- Integrity in Relationships
- Student Protection Brochure
- Code of Conduct for Staff in Catholic Schools
- Circular 2013/168 Weapons, specifically knives in Catholic Schools from the Diocesan Director

| | |
|---|----|
| Replaces Policy No : | NA |
| Approved by Diocesan Education Council: | |
| To be Reviewed: | |