

# ANTI-BULLYING

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**Scope:** This policy applies to all staff employed in Catholic schools, colleges, kindergartens and outside school hours care centres conducted by Catholic Education - Diocese of Rockhampton (referred to as Catholic Education in the document).

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## 1. POLICY STATEMENT

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.

## 2. DESCRIPTION

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

Catholic Education in the Diocese of Rockhampton acknowledges that young people who are involved in bullying behaviour, either as a bully or a target, are at higher risk of behavioural, emotional and academic problems. Ongoing bullying can seriously harm the health and wellbeing of the bullied person and the negative effects may be ongoing. It is important that school communities have a shared understanding of what bullying is, how it impacts on people and how bullying is responded to in our learning environments. Research suggests that a school wide approach to address bullying is essential.

## 3. IMPLEMENTATION ISSUES

1. The school community will create a caring, respectful, inclusive and supportive school culture where all students feel safe.
2. The school community will adopt a clear whole school definition of bullying.
3. School staff will consult students regularly to monitor and determine the types of bullying behaviour and in what school and social contexts bullying occurs.
4. The school Leadership Team will 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 handbooks or diaries (or other forms of written communication) and should be available on the school website.
5. The school Leadership Team will collaboratively develop procedural steps to respond appropriately to bullying incidents that are clearly documented and which define the roles



- and responsibilities of staff, students and parents / carers/ guardians.
6. The school Leadership Team establish teaching and learning programs that promote personal development and which address all forms of bullying through the teaching of language skills, social-cognitive abilities, social skills, assertiveness, coping strategies, group mechanisms, motives for bullying and being effective bystanders.
  7. The school Leadership Team will create physical environments in the school and staff supervision practices that limit the incidences of bullying.
  8. The Principal will support and engage families by maintaining regular, clear communication and through systematic parent awareness raising and skill building.
  9. Catholic Education will 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.
  10. Catholic Education will establish a process for regularly reviewing and celebrating the effectiveness of school policies programs and procedures.

#### 4. REFLECTION MATERIAL

##### CATHOLIC EDUCATION POLICIES AND DOCUMENTS

- [Grievance Procedures for Parents and Students \(2015/04\)](#)
- [Information, Communication and Technologies \(ICT\) \(2014/08\)](#)
- [Pastoral Care in Catholic Schools \(2015/09\)](#)
- [Prevention and Elimination of Abuse, Bullying and Harassment \(2016/12\)](#)
- IT Acceptance Use Guidelines
- [Integrity in Relationships Brochure 2013](#)
- [Student Protection Brochure 2013](#)
- [Student Protection Processes and Student Protection Guidelines 2017](#)
- [Code of Conduct for Staff in Catholic Schools](#)
- Circular 2012/168 from the Diocesan Director: Weapons, specifically knives in Catholic Schools

##### WEBSITES

- <http://www.ncab.org.au/>
- [Diocese of Wollongong Catholic Education Office's Anti-Bullying Learning and Teaching Resource \(ALTER\) 2012.](#)