Diocesan Education Council
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Catholic Education
Diocese of Rockhampton

Meaning for Life

ANTI-BULLYING

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

1. POLICY STATEMENT

All members of the school community accept the responsibility to promote mental health and wellbeing for all, including the development and maintenance of safe learning environments that are free from all forms of bullying.

2. DESCRIPTION

The national definition of bullying for Australian schools states: *Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Bullying of any form or for any reason can have long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.* (https://bullyingnoway.gov.au/WhatIsBullying/Documents/definition-of-bullying.pdf)

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 health and wellbeing 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 whole school approach to address bullying is essential.

3. IMPLEMENTATION ISSUES

1. Each school community will create a safe, caring, respectful, inclusive and supportive environment.

2. Each school will promote and communicate a whole school understanding of what constitutes 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 procedures, developed in collaboration with staff, students and parents / carers, which addresses all forms of bullying. These procedures should be communicated to parents / carers / guardians, students and staff in student handbooks or diaries (or other forms of written communication) and should be available on the school website and in other forms of media communications.

5. The school Leadership Team, in consultation with the school community, will collaboratively develop processes to respond appropriately to bullying incidents which document and define the roles and responsibilities of staff, students and parents / carers / guardians.

6. The school Leadership Team will implement teaching and learning programs that promote wellbeing and personal development through the teaching of language skills, emotional literacy, assertiveness skills, social skills, coping strategies, group mechanisms and motives for bullying.

7. The school Leadership Team will ensure there is appropriate access to counselling services.

8. The school Leadership Team, in consultation and collaboration with the school community, will create staff supervision practices and physical environments in the school that limit the potential for incidences of bullying.

9. The school will assist families with their understanding the anti-bullying policy.

10. Catholic Education will provide professional learning opportunities to assist school staff with their understanding of the anti-bullying policy and provide school counselling services and other forms of advice on relevant wellbeing programs.

11. 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
- *Code of Conduct* (2018)
- *ICT Code of Practice* (2018)
- *Student Protection* (2018/01)
- *Student Protection Processes and Student Protection Guidelines* (2018)
- *Counselling in Catholic Schools and Colleges* (2017/02)
- *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)
- *Cyberbullying and Reputation Management Guidelines* (2015)
- *Guidelines for School Boards to develop Behaviour Management or Anti-Bullying Guidelines at School Level* (2013)
- *Inappropriate Online Content – Incident Response Procedures for Diocesan Representatives* (2015)
- *Social Media Framework* (2014)

- *Student Protection* Brochure (2013)
- *Integrity in Relationships* Brochure (2013)
- Circular 2018/114 from the Diocesan Director: Safety in Schools

WEBSITES

- Queensland Anti-cyberbullying Taskforce
- Office of the eSafety Commissioner
- National Centre Against Bullying
- Bullying No Way