



# Bullying Policy

## Definition of key terms:

Bullying is repeated, aggressive behaviour that is directed toward an individual or a group with the intent to cause fear, distress or harm. It can be classified as physical, social, psychological or verbal. Bullying is not mutual conflict, isolated incidents or social rejection or dislike (unless it is repeated and aims to cause distress).

This policy complies with Child Safe Standards and should be read in conjunction with Child Safe policies.

## Rationale:

We firmly believe every person in our community has the right to feel safe, respected and are given the opportunity to reach their full potential. Creating an environment where bullying is not accepted ensures that each member feels safe and secure.

## Aims of Policy:

- For each member of the Holy Spirit community to have an understanding of what bullying is (and is not)
- To educate students on the importance of creating and maintaining respectful relationships and give them the tools to do so (BounceBack)
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both parties
- To work with parents and carers when dealing with incidents of bullying

## Implementation:

**The school will adopt a three-phase approach to bullying.**

### A. Primary Prevention:

- professional development for staff relating to bullying, harassment and proven counter measures
- community awareness and input relating to bullying, its characteristics and the school's programs and response
- the continuation of the 'BounceBack' program which works toward developing resilience and social skills within students
- implementation of the 'Bully Busters' 3 step rule
- development of a culture of positive language only (No Put downs)



### **B. Early Intervention:**

- encourage the children and staff to report bullying incidents involving themselves or others;
- parents encouraged to contact their child's classroom teacher if they become aware of an issue;
- a designated quiet place for children to access at recess and lunch times will be made available.

### **C. Intervention:**

- once identified each stakeholder will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented;
- all parties will be offered counselling and support;
- if student bullying persists parents will be contacted and appropriate consequences implemented.
- issues will be followed up to ensure a satisfactory outcome for all involved.

### **Evaluation:**

The Bullying Policy will be evaluated and reviewed as part of the 4 year School Review cycle or as required.

Date of last review: June 2016      Date for Review: 2019