

Anti-Bullying Policy

INTRODUCTION

The community of St Monica’s School North Parramatta is opposed to bullying in any form. It takes the view that we celebrate our gifts and differences, form a collaborative learning community and cooperate to achieve. Our school is a community that is united by gospel values and as such, bullying in any form has no place in our school.

We wish to develop a school culture of concern and support for both the victim, the bully and their families. By teaching students how to deal with such situations and making it safe for them to talk about it, we continue to foster an atmosphere of caring.

DEFINITION

Bullying is defined as repeatedly hurting another person who is less powerful – physically, verbally or psychologically. Bullying is an act that causes hurt or fear in another person. It may be deliberate or a result of thoughtlessness. It may be a physical attack or the person or their property. It may be verbal teasing or insulting. It may be indirect such as spreading rumours, excluding people from groups or manipulation of others to mistreat another student. Bullying can take many forms.

PHYSICAL HARASSMENT	USUAL EXCUSES
<p>Hitting, kicking, punching, pushing, spitting Making rude gestures Taking or damaging other people’s property Force others to hand over something which belongs to them Making someone do something they don’t want to</p>	<p>It was an accident We were only mucking around It was all in fun</p>
VERBAL HARASSMENT	USUAL EXCUSES
<p>Name calling Teasing Threatening Making fun of someone because of their appearance, physical characteristics, actions, personal difficulties or cultural background Using rude words with a sexual meaning Abusive phone calls</p>	<p>Can’t he/she take a joke? We were only kidding They’re just words They misheard me I said..... Sticks and stones can break your bones but names will never hurt you</p>
INDIRECT / PSYCHOLOGICAL HARASSMENT	USUAL EXCUSES
<p>Exclusion from group activities Exclusion from games Spreading untrue stories or gossip Making rude gestures Repeated teasing Refusing to talk or interact with someone Laughing at someone’s mistakes</p>	<p>I didn’t say a thing It’s all in his/her imagination We have too many people playing in this game I was just pointing my finger</p>

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RESPONSIBILITIES

STAFF

- ◆ To model appropriate caring and tolerant behaviour at all times.
- ◆ To deal with all reported and observed incidences of bullying as set out in the policy.
- ◆ To ensure that children are supervised at all times.
- ◆ To investigate all incidents of misbehaviour gathering data from all concerned.
- ◆ Complete the school's incident report describing the details of the complaint.
- ◆ Principal briefed on any incidents of bullying by the Nominated Person.
- ◆ To put in place consequences for the bully.
- ◆ Support is organised for the victim and are informed of what action has been taken.
- ◆ Parents of both parties are contacted and a record kept of the discussion.

STUDENTS

- ◆ To say, 'Stop it. I don't like it' when they see or experience behaviour they don't like.
- ◆ To go away from the situation.
- ◆ To 'tell' the teacher on duty (or in the learning space) if they are being bullied or if they see someone else being bullied.
- ◆ To refuse to be involved in any bullying situation.
- ◆ To have the courage to report the incident to a teacher, or a member of the Leadership Team.
- ◆ To help someone who is being bullied and intervene to protect the victim if they are able.
- ◆ To immediately seek teacher assistance if they can't intervene safely.
- ◆ To not bully others.

PARENTS

- ◆ To watch for signs that their child may be being bullied.
- ◆ To listen sympathetically to reports of bullying.
- ◆ To speak to staff if their child is showing bullying behaviour or they suspect that this is happening.
- ◆ To encourage their children to 'tell' if they are bullied.
- ◆ To work with the school in seeking a permanent solution.