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| APPLICABLE TO | Staff, students and families of St Joseph’s Catholic Primary School, Charlestown |
| DOCUMENT OWNER | St Joseph’s Catholic Primary School, Charlestown |
| APPROVAL DATE | May, 2018 |
| APPROVED BY | Staff at St Joseph’s Catholic Primary School, Charlestown |
| LAST REVIEW DATE/S | 2012, 2017 |
| NEXT REVIEW DATE | 2021 |
| RELATED DOCUMENTS | Wellbeing and Pastoral Care (including Discipline) Procedures 2018  Wellbeing and Pastoral care (Anti-Bullying) 2018  Learning Support Policy 2010  CSO Anti Bullying Policy  CSO Wellbeing and Pastoral Care Policy  Internet Safety Student Policy  Child Protection Policy  Learning Framework  National Safe Schools Framework  Workplace Internet, Email and Network Usage Policy |

# PURPOSE

The role of the Catholic school, in partnership with parents and caregivers, is to nurture young people by providing optimum levels of support in learning, positive interpersonal relationship experiences and social support networks. The culture and atmosphere of the school plays a significant role in students developing a balanced approach to life and learning. With this in mind bullying behaviour is in conflict with the core values and purpose of a Catholic school.

Bullying needs to be recognised, named and addressed to ensure all schools work towards an authentic Christian school culture. Bullying is part of the social fabric of all communities which detracts from the social capital. Society takes bullying seriously and legislates against all forms of intimidation and harassment. Quality learning is dependent upon a supportive and caring environment. It is essential therefore that school communities take action to protect all its members from bullying.

# POLICY STATEMENT

The purpose of this policy is to:

Provide a clear definition of bullying.

Ensure the right of students and staff to expect St Joseph’s is actively promoting a school environment free from the fear of bullying, harassment, intimidation and victimisation.

Outline prevention strategies to decrease the incidence of bullying.

Assist our school in the prevention, reduction and response to bullying behaviour (including cyber bullying).

Promote a proactive attitude to and clear understanding of school processes when addressing allegations of bullying.

Facilitate a consistent approach to the management of school record keeping processes in relation to bullying investigations.

This Policy reflects the:

Commonwealth Government’s National Safe Schools Framework.

The New South Wales Governments provisions for establishing a safe and supportive environment.

The Catholic Schools System Strategic Vision and Mission statement.

# DEFINTIONS

**Definition of Bullying**

The National Safe Schools Framework (2011) defines bullying as 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.

Cyberbullying may be defined as: “………. any form of bullying that utilises technology such as instant messaging, online chat rooms, online bulletin boards and email.” The Commonwealth Code sets as an offence the use of a carriage service (such as a mobile or internet) in a way that is menacing, harassing or offensive. The maximum penalty for committing the offence is 3 years imprisonment. ‘Sexting’ is an occurrence that may be considered bullying. Under present legislation perpetrators place themselves in the serious position of making, viewing and or sending inappropriate and unlawful material.

Conflict or fights between students or single incidents are not usually defined as bullying.

SCOPE

This policy and the related documents applies to all teaching staff, students and families at St Joseph’s Catholic Primary School, Charlestown.

GUIDING PRINCIPLES

Catholic schools have the responsibility to promote cultures of trust, cooperation and respect in the lived experience of the Catholic Christian setting. Bullying in a school mitigates such a culture and inhibits the development of positive relational outcomes for the common good of students, teachers and caregivers. It is the goal of every Catholic School to promote a safe environment, where individuals may grow and develop.

RESPONSIBILITIES

The Principal will:

\* Develop a shared understanding with staff and community members of bullying behaviour that involves all forms of bullying, including cyberbullying

\* Ensure the development, implementation and evaluation of preventative strategies and programs to promote student safety and wellbeing.

\*Provide support to any student who has been affected by, engaged in or witnessed bullying behaviour

\* Be responsible for the implementation of the school’s anti bullying policy and procedures

\* Initiate police support (Police liaison officers) and or intervention when required

\* Provide regular updates to parents or caregivers regarding the management of specific incidents

\* Ensure that an annual communication of the contents of the policy be made to the school community

\* Maintain an ongoing and annual evaluation process of the policy with students, staff and caregivers

\* Monitor student understanding and satisfaction of school processes

\* Identify patterns of bullying behaviour and initiate school action to address them

\* Engage students in the evaluation of anti-bullying processes within the school

The school staff will:

\* Respond to a student’s call for assistance, after his/her reporting of inappropriate behaviours in relation to all forms of bullying. This includes the use of technology (e.g. text messaging or social networking site usage). Failure to take action may indicate a breach in the duty of care owed to the student.

\* Seek advice from their executive if they require confirmation or clarification regarding an incident of alleged bullying behaviour

\* Maintain an up to date knowledge of school policies relating to bullying behaviour

The students will:

\* Promote positive relationships that respect and accept individual difference and diversity

\* Follow the school procedures in reporting and responding to bullying behaviour

\* Work collaboratively with staff and peers to resolve incidents of bullying

\* Have an awareness and understanding of what constitutes bullying while being charged with the responsibility of being respectful of one another

\* Participate in the annual evaluation of school anti bullying processes and procedures

BUDGET

The school will make provision each year in its annual budget for professional development opportunities for staff in this area.

The school will budget for anti-bullying resources that develop ongoing understanding and ownership of programs.

EVALUATION

The school will annually revisit the procedures explicit within the Anti Bullying policy and evaluate their currency.

As part of the school Policy review and development cycle, the Wellbeing and Pastoral care (Anti Bullying) Policy will be reviewed by staff/committee at regular intervals.

Students will be surveyed once a term in an attempt to highlight awareness and trends within the school. Kinder will be surveyed orally.

LEGISLATIVE/PROFESSIONAL GUIDELINES

*Australian Education Act 2013*

*Children and Young Persons (Care and Protection) Act 1998* (NSW)

*Disability Discrimination 1992*

Disability Standards for Education (2005) and Guidance Notes (2005), revised 2012

National Professional Standards for Teachers, 2011 (particularly Standard 4: Create and Maintain Supportive and Safe Learning Environments, p.14)

NSW Government, Keep Them Safe Online Mandatory Reporting Guide, 2013