

POLICY ON ANTI-BULLYING

1. Reflection Material

- 1.1 All Hallows' School Mission Statement
- 1.2 All Hallows' School Values Statement

2. Rationale

Bullying is the intentional and sustained misuse of power, privilege or position by an individual or group which hurts, rejects or excludes another individual. It is often surrounded by fear, secrecy and a misplaced loyalty to the perpetrator.

Bullying generally seeks to intimidate, coerce, engender fear or to control. It may be verbal, physical, social or emotional and may be carried out through a variety of media, either in written or spoken form. It may take the form of psychological or emotional bullying that uses relationships with others to hurt the recipient. Bullying may be facilitated by technological means such as mobile telephones or the internet.

Bullying may be direct or indirect. It includes physical attacks, damaging property, name calling, prejudiced remarks, damaging one's social reputation or causing humiliation through lying, spreading rumours, causing others to be socially excluded, cyber bullying. Bullying is not single episodes of nastiness or meanness or random acts of inappropriate behavior; it is not mutual conflict; it is not dislike or social rejection (unless it involves deliberate and repeated attempts to exclude, cause distress or create dislike in others). Instances of inappropriate behavior which do not constitute bullying will be dealt with under other appropriate School procedures including the Code of Conduct and Behaviour Management.

3. Policy:

- 3.1. Everyone at All Hallows' School has the right to a safe environment free from fear and hurt. Bullying is unacceptable and will not be tolerated.
- 3.2 It is the responsibility of every member of the School community to ensure that a safe environment exists and to take appropriate action against bullying. Those aware of, or witnessing, bullying behaviour have a responsibility to report it to a responsible adult, or support and assist the person being bullied to report it to a responsible adult, and not allow tacit approval of it as a bystander.
- 3.3 Staff at All Hallows' will encourage and support students, parents and other staff to discuss matters of suspected bullying with them - it is acceptable to talk about bullying. The School will listen.
- 3.4 All allegations of bullying brought to the attention of the School will be treated seriously and dealt with promptly, sensitively and confidentially and in a manner which demonstrates procedural fairness.

- 3.5 The School will deal with all incidents of bullying and determine appropriate consequences.
- 3.6 The School will do all that it reasonably can to ensure that all persons involved in complaints of bullying, including the person making the complaint, those supporting someone making a complaint, witnesses and the accused, will not be treated prejudicially.
- 3.7 The complaint resolution process will be carried out in good faith and complaints that are frivolous, vexatious, misconceived or lacking in substance will be rejected if a preliminary consideration of the facts indicates this.
- 3.8 The School will work with students, parents and staff to prevent incidents of bullying by being proactive in its approach and educational programs.

Date Approved	2001
Date Reviewed	2006
Date Reviewed	2010
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