Anti-Bullying Framework:
At St Mary's Catholic School, we value respect for SELF, OTHERS and the ENVIRONMENT. This is the school rule, and classroom and playground rules and consequences are established around this value.

Upon enrolment, parents are required to acknowledge through their signature, that they support the values of the Responsible Behaviour Model and to have the opportunity to discuss it with the School Principal.

Monitoring and Evaluating:
The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Duty of Care:
This section details the agreed upon guidelines through which the playground and classroom Anti-Bullying Policy has been established at St Mary's Catholic School.

Policy Statement Against Bullying:
The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at school.

Defining Bullying Behaviour:
Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

Physical (hitting, kicking, theft)

Verbal (name calling, racist remarks)

Indirect (spreading rumours, excluding someone from social groups)

Bullying should not be confused with teasing, rejection, random acts of violence or physicality and conflict. While children will often tease or fight, this bickering should not be confused with bullying.

The website bullyingnoway.gov.au provides a range of resources and strategies for teachers, students and parents regarding bullying and what to do if bullying occurs.

A Statement of Purpose:
Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

A Whole School Approach to Managing Bullying:
The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded in a report and provided to the Principal.

The Principal will interview all concerned and will record the incident also.

Class teachers will be informed and if it persists, the teacher will advise the Principal.
Parents will be informed.

Punitive measures will be used as appropriate and in consultation with all parties concerned.

Students
Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice.
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and the need to change
- Informing parents to help change the attitude of the student

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Minor fixed term exclusion
- Major fixed term exclusion and
- Permanent exclusion

Cyberbullying
At St Mary's, students participate in a Cyber safety program and are taught the tools to keep themselves safe when using technology. Students and parents complete an Acceptable Use of ICTs Agreement at the start of each school year outlining what is deemed to be an appropriate use of ICT at the school. Any breaches of the agreement result in various consequences which is dependent on the severity of the breach.

ST MARY'S CATHOLIC SCHOOL BOWEN

MARY OUR HELP

ST MARY'S CATHOLIC SCHOOL
BOWEN