



DEALING WITH BULLYING, HARASSMENT, AGGRESSION AND VIOLENCE (STUDENTS) POLICY

POLICY NO.	COMMUNITY
POLICY NAME	DEALING WITH BULLYING, HARASSMENT, AGGRESSION AND VIOLENCE (STUDENTS)
RELEASED	2019
REVIEWED	2022

RATIONALE

The Notre Dame Catholic Primary School community respects the rights of its students to be free from all forms of bullying, harassment, aggression and violence and is committed to providing a safe environment for all students.

PRINCIPLES

Through our shared vision and whole school policy we are committed to addressing all incidents of bullying, harassment, aggression and violence. At Notre Dame Catholic Primary School, we aim to ensure that all students are valued and that engaging in this behaviour is unacceptable.

Disregarding these behaviours or participating as a bystander is unacceptable. It is the responsibility of all community members to ensure our safety, security and respect for all individuals.

The process (action plan) will ensure individuals engaging in bullying, harassment, aggression and violence and any bystanders.

At the classroom and playground level, teachers will endeavour to educate students about appropriate and acceptable social behaviour.

At the school community level, issues of bullying, harassment, aggression and violence will be addressed by relevant staff and where necessary, the School Leadership Team.

Resistance to behaviour change and repeated offending will require the school's behaviour management procedures to be enforced.

At Notre Dame Catholic Primary School, we believe that the following principles should be applied to the three main groups involved, either directly or indirectly, by bullying in our school.

Staff must always

- Model appropriate behaviours at all times;
- Listen to and deal with all reported and observed incidences of bullying;
- Ensure responses are responded to and recorded on SEQTA pastoral;
- Protect the victim from further harm;
- Act to stop the bullying behaviour recurring;
- Report incidences of bullying to Principal, other members of the leadership team and relevant classroom staff;
- Attempt to put in place measures to avoid instances of future bullying behaviour.

Children should always

- Report if they are being bullied or they see someone else being bullied;
- Intervene appropriately if someone is being bullied or seek teacher assistance;
- Not bully others;
- Avoid becoming a bystander to bullying incidents.

Parents should always

- Watch for signs that their child may be being bullied;
- Listen sympathetically to reports of bullying;
- Speak to child's class teacher or member of the Leadership team at Notre Dame Catholic Primary School if their child is being bullied, or they suspect that this is happening;
- Instruct their children to report if they are being bullied;
- Work with the school in seeking a solution.

DEFINITIONS

BULLYING: When an individual or group misuses power to target another individual or group to intentionally threaten or harm them on more than one occasion. This may involve verbal, physical, relational and psychological forms of bullying. Note that teasing or fighting between peers is not necessarily bullying.

HARASSMENT: Offensive, humiliating, threatening, abusive or intimidating behaviour that is directed at individuals or group/s for either perceived or real attributes. It includes gender, religious, age, race, and sexuality-based harassment.

VIOLENCE: Incidents where a person is intimidated, threatened, physically assaulted or when property is damaged deliberately. It is an extreme use of force often resulting in injury or destruction. Violence does not necessarily involve an imbalance of power and can be a one-off incident.

BYSTANDER: Bullying also involves children who may not be directly involved in the bullying nor are they directly bullied, who are referred to as "bystanders". A bystander is someone who sees the bullying or knows that it is happening to someone else.

FORMS OF BULLYING

Bullying can take many forms including:

SOCIAL

- Deliberately ignoring or avoiding.
- Excluding from the group.

EMOTIONAL

- Spreading rumours, gossip.
- Taking or damaging property.
- Sending hurtful notes.
- Attempting to intimidate, threaten or belittle.
- Forcing an individual to do something he/she doesn't want to do
- Unwanted social media email or text messaging
- Abusive websites

PHYSICAL

- Hitting, punching, tripping.
- Kicking, biting.
- Negative body language.
- Damaging someone's property.
- Stealing someone's property.

VERBAL

- Making hurtful and racist comments/jokes, name calling.
- Using put-downs, insulting language, swearing, nasty notes.
- Commenting on social and/or family backgrounds.

CYBER BULLYING

- Use of communication technologies such as e-mail, text messages, instant messages and websites

SIGNS OF BULLYING

Signs of being bullied may be:

- Feeling frightened, angry or embarrassed.
- Finding it hard to concentrate on schoolwork.
- Not wanting to come to school.
- Not getting along with others.
- Withdrawn, moody and non-communicative

STUDENT ACTION PLAN

If you think you are being bullied...

Ask yourself - was it deliberate? Yes or No

If yes, follow these steps:

- Ignore the behaviour and show it doesn't upset you. If the behaviour continues...
- Tell the individual/s engaging in bullying behaviour to stop it. If the behaviour continues...
- Move to a safe area. If the behaviour continues...
- Tell another student around you that you are being bullied. If the behaviour continues...
- Tell a staff member.

BYSTANDER ACTION PLAN

If you think someone is being bullied...

Ask yourself – does this look or sound like a bullying situation? Yes or No

If yes, follow these steps –

- Tell the person who is bullying to "Stop it."
- Offer friendly help to make the individual/s feel safe. If the behaviour continues...
- Take the individual/s to a staff member and report what you saw or heard.

SCHOOL ACTION PLAN

A staff member will assess the situation and speak with the students involved.

Class discussion about bullying will be included in general teaching lessons across learning areas such as Religious Education and Health

Refer to the Leadership Team who will take appropriate action and contact parents if necessary.

PARENTS' ROLE

Parents can help by:

- Showing an interest in your child's school, social, sporting and cultural life.
- Having a warm and friendly home environment where your child is encouraged to bring friends home.
- Developing your child's self-esteem by offering encouragement, saying and doing positive things, nurturing their positive qualities and valuing them for who they are.
- Teaching children to respect differences and be tolerant.
- Setting a good example, as role models, when resolving your own conflicts.
- Discussing school expectations about behaviour and how best to deal with bullying.
- Assisting your child to understand and practise the strategies stated here.
- Being observant and looking out for telltale signs that something is wrong.
- Informing the school if you become aware of any bullying incident so that it can be addressed.

RESOURCES

Bullying No Way

<https://bullyingnoway.gov.au>

The Bully Project Australia

<https://thebullyproject.com.au/parents/>