



APPLICABLE TO	St Pius X High School Adamstown
DOCUMENT OWNER	St Pius X High School Adamstown
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RELATED DOCUMENTS	Anti-bullying for Schools Handbook 2019 School Disciplinary Procedures (updated July 2019) Student Pastoral and Wellbeing Policy School Community Code of Conduct Complaints Resolution Policy

Purpose

This policy aims to:

- Set direction for the school procedures and practices with responding to student bullying, including online bullying.
- Establish common, consistent whole school approach to maintain consistency of decisions and action related to student bullying.
- Assist students in accordance with the teaching of the Catholic Church, to understand the respect for the dignity of all human persons.
- To educate the whole community to effectively manage and work towards minimising instances of bullying.

Policy Statement

St Pius X High School endeavours to provide each member of the community, the experience of high-quality interpersonal relationships of care and support. Such relationships have a significant positive affect on each person's sense of self-worth, belonging and well-being. We are committed to ensuring that students feel safe whilst at this school and to re-enforce the basic principle that there is no place for bullying behaviours at this school. Bullying in any form is unacceptable behaviour.

Definitions

Aggression – Means words or actions that are directed towards another and intended to harm, distress, coerce or cause fear.

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.

Bullying behaviour has three key features:

- It involves the intentional misuse of power in a relationship.
- It is ongoing and repeated.
- It involves behaviours that can cause harm.

Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability, or sexual orientation, both online and offline. Bullying of any form, or for any reason, can have long-term effects on those involved including bystanders.

Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property, or stalking.

Conflicts or fights between equals, or single incidents are not defined as bullying. Bullying behaviour is not:

- Students not getting along well
- A situation of mutual conflict such as teasing or disagreement
- Single episodes of hurtful words or actions, or random acts of aggression or intimidation.

Bullying is when one student (or a group) targets another student repeatedly to upset or hurt them. They might hurt them physically, try to exclude them or repeatedly say and do humiliating things to them.

Although it is neither respectful nor acceptable if someone behaves in a mean or aggressive way on one occasion, it is not considered bullying. A fight or disagreement between students of equal power or status is not considered bullying.

Bystander - means someone who sees or knows about bullying that is happening to someone else.

Online bullying – involves the use of any information and communication technology deliberate, isolated, or repeatedly hostile behaviour by an individual or group that is intended to harm others or is undertaken recklessly without concern for its impact on others. By virtue of its nature, technology facilitates repeated access to harmful content.

Harassment – means behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person/s. It may be intentional or unintentional (i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless). Harassment is unacceptable and needs to be addressed as part of creating a safe school, but it would not be considered bullying if any one or more of the following three features were present.

- It occurred only once and was not part of a repeated pattern.
- It was not intended to offend, demean, annoy, alarm or abuse.
- It was not directed towards the same person/s each time.

Supportive Bystander Behaviour – means the actions of a supportive bystander that stops or diminishes a specific bullying incident or helps another student to recover from it. A bystander is someone who

sees or knows about bullying that is happening to someone else. Supportive bystander behaviours are actions and/or words that are intended to support someone who is being attacked, abused or bullied.

Violence – means the intentional use of physical force or power, threatened or actual, against another person/s that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Scope

This policy relates to all students attending St Pius X High School and applies to all student bullying, online(cyber) bullying, and applies outside of school hours and off school premises where students have been involved and there is a clear and close connection to school.

Guiding Principles

This policy is based on the following principles, which are informed by the Catholic Schools Wellbeing and Pastoral Care Policy and National Safe Schools Framework (2011).

St Pius X High School:

- Has a duty to take reasonable care for the safety and wellbeing of students while students are at school or are involved in a school activity.
- Maintain policies, plans and structures that encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour.
- Is committed to a holistic, whole-school and whole-community approach to anti-bullying, which includes promoting awareness of anti-bullying interventions and the range of sanctions that may be applied.
- Ensure clear and widely communicated anti-bullying procedures/guidelines, strategies and practices for successfully preventing and responding to bullying.
- Promote a culture of reporting bullying and maintain procedures that enable staff, parents, carers and students to report confidentially any incidents or situations of bullying.
- Include educational content in the classroom that allows students to develop social and emotional competencies, and to learn appropriate ways to respond to bullying – both as a student who experiences bullying and as a bystander.
- Provide support and professional development for school staff on how best to enhance understanding, skills and self-efficacy to address and prevent bullying behaviours.
- Expect students and parents/carers to read and abide by, agreements for responsible use of technology and the School Community Code of Conduct.
- Have effective strategies for record keeping and communication between appropriate staff about safety and wellbeing issues.
- Undertake systematic evaluation of anti-bullying interventions.

- Have protocols for the induction of causal staff, new staff and new students and families into the school's wellbeing and pastoral care policies and procedures and community Code of Conduct.
- If a student or parent/carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution in accordance with the Complaints Resolution Policy.

Responsibilities

The following information sets out levels of responsibility for all involved in creating the conditions for learning within a safe, respectful and positive environment.

Principals

Principals will ensure that:

- The school has procedures and guidelines in place to respond effectively to bullying incidents.
- The school has appropriate guidelines, training and procedures in place to regulate a safe and support school environment and that these policies and procedures are regularly monitored.
- Regular opportunities are provided for all school staff to be trained to recognise and respond effectively to bullying.
- Anti-bullying training and familiarisation with the school's policy and procedures are addressed in new staff and student induction processes.
- School staff regularly review their processes for identifying and responding to bullying.
- Records of incidents of bullying are kept systematically by the school and analysed to identify patterns proactively support student wellbeing.
- Students receive regular explicit instruction on the school's policy and procedures dealing with incidents of bullying.
- Students are educated on respectful relationships and social and emotional skills that enhance students' understanding of pro-social behaviour, bullying and its impact on self and others.
- Parents/carers receive regular advice on the existence of related system policies and school guidelines/procedures for understanding bullying, dealing with incidents, and how they can access assistance
- This Anti-bullying Policy and school handbook regarding procedures are available on the school website.
- Complaints about bullying are managed in accordance with the Complaints Resolution Policy.

School-based Staff

School-based staff have a responsibility to:

- Understand the school and system policies relating to bullying, behaviour, responsible use of technology and pastoral care and wellbeing.
- Support the school in maintaining a safe, inclusive and supportive learning environment.
- Model and promote appropriate relationships and behaviours.
- Teach students to identify, report and respond to bullying at school and online.
- Access professional learning to support appropriate anti-bullying responses.
- Manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

Students

Students have a responsibility to:

- Act appropriately, respecting individual differences and diversity.
- Follow the school anti-bullying guidelines.
- Participate in learning experiences that address understandings, values and skills relating to anti-bullying and responsible use of technology.
- Agree that any social networking site that identifies the school by name or image or implication is part of the school environment and may be dealt with according to the schools' policies and anti-bullying procedures.
- Report incidents of bullying.
- Seek support if bullied and refrain from retaliating in any bullying incident.

Parents/Carers

Parent/carers have a responsibility to:

- Read, sign and abide by the Conditions of Enrolment and School Community Code of Conduct.
- Work collaboratively with the school in providing opportunities for education on issues related to student safety and wellbeing.
- Treat all members of the school community with dignity and respect.
- Be aware of the school anti-bullying procedures and guidelines.
- Support their students to understand bullying behaviour, to become responsible citizens and to develop responsible online behaviour.
- Discuss appropriate responses to bullying and cyber-bullying including encouraging students to disclose to a trusted adult if this occurs.
- Report incidents of bullying according to the school anti-bullying procedures/guidelines.
- Work collaboratively and calmly with the school to resolve incidents of bullying when they occur

Budget

The budget for consultation with review of policy and procedures and resources will be determined by the school Principal.

Evaluation

Evaluation of this policy will be ongoing to ensure alignment with school policy and procedures.

Legislative/Professional Guidelines

Students and young persons Act (1998) (Care and Protection
Education Act (1990)
National Safe Schools Framework (2011)