



Galilee
Catholic School

welcoming › respecting › constructing

GALILEE CATHOLIC SCHOOL ANTI-BULLYING POLICY AND PROCEDURES

Nurturing Respectful Relationships “Together we grow”

Together we grow as a learning community grounded in the person and teaching of Jesus to create a world that is welcoming, respecting and constructing.

At Galilee Catholic School, we believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore right relationships. We believe that bullying is unacceptable and the responsibility for preventing it is shared by students, staff and parents. This policy builds on the school's Nurturing Respectful Relationships Policy.

UNDERLYING PRINCIPLES

At Galilee Catholic School the development of personal responsibility processes is formulated in the light of Christian values that ensure the rights of teachers and children to grow and learn together in a safe and caring environment.

Galilee 's core values of Welcoming, Respecting and Constructing underpin how we live and relate together. We respect the dignity and rights of each individual through a model of Restorative Practice.

We acknowledge children, active protagonists of their own growth and development, are central to making meaning of their world and relationships.

DEFINITION

The national definition of bullying for Australian schools says:

'Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).'

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

There are three types of bullying behaviour:

- Verbal bullying which includes name calling or insulting someone about physical characteristics such as their weight or height, or other attributes including race, sexuality, culture, or religion
- Physical bullying which includes hitting or otherwise hurting someone, shoving or intimidating another person, or damaging or stealing their belongings
- Social bullying which includes consistently excluding another person or sharing information or images that will have a harmful effect on the other person

Bullying is not a single incident or conflict or fight between equals, whether in person or online.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

However, these conflicts still need to be addressed and resolved.

RESPONSIBILITIES

At Galilee Catholic School **students** are encouraged to:

- take positive action to stop the bullying if they observe an incident
- report the bullying incident to a teacher as soon as possible
- make it clear to their peers that bullying is not accepted

At Galilee Catholic School **staff** are expected to:

- take positive action to stop the bullying when they observe an incident
- pass on information about any reported or observed bullying behaviours to the homeroom teacher and the Well-being Coordinator or stage team leader and record the incident on the behaviour register and relevant case note files
- follow up, support and monitor any bullying behaviours
- contact parents and keep informed of progress

At Galilee Catholic School **parents/carers** are encouraged to:

- listen to and encourage their child to speak to their teacher

- contact the school if they have a concern; e.g. homeroom teacher, Well-being Coordinator, Principal, and/or Deputy Principal
- plan an assertive, non-violent course of action towards bullying with their child
- support their child to develop ways of responding to bullying
– <https://bullyingnoway.gov.au>
- support School Policies including the Nurturing Respectful Relationships policy, and as outlined in the enrolment agreement

PREVENTION

We believe, based on research, that prevention strategies through education involving the whole school community [students, staff and parents/carers] are more likely to reduce bullying. Therefore, at Galilee Catholic School we recognise that we all share the responsibility to prevent bullying.

At Galilee Catholic school we adopt the following strategies in line with our Nurturing Respectful Relationships Policy to prevent bullying:

- Explicit teaching of positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution through restorative practices, resilience, bystander action etc
- Regularly recognising and acknowledging students who demonstrate appropriate behaviours that promote and restore positive relationships
- Implementing a recording process that highlights any ongoing behaviour. The Well-being Coordinator and homeroom teacher will monitor this and will follow up with incidents as is required
- Professional development for staff related to bullying and the strategies to counteract it
- Student well-being is discussed during weekly Staff Admin meetings to inform staff of any potential concerns

INTERVENTION

Bullying is viewed as a major breach of the school expectations of nurturing respectful relationships and behaviour expectations. Follow up action will align with our school Nurturing Respectful Relationships Policy. Any reports of bullying will be investigated and appropriate action will be taken promptly.

The following flowchart outlines steps taken to follow up incidents of bullying in communication with all involved.

FLOWCHART

See Appendix A

RESOURCES

Bullying No Way web site: <https://bullyingnoway.gov.au/resources>

Fact Sheets <https://bullyingnoway.gov.au/Resources/FactSheets>

Nurturing Respectful Relationships: Behaviour Education Policy and Procedures

National Safe School's Framework <https://studentwellbeinghub.edu.au/docs/default-source/nationalsafeschoolsframework-pdf.pdf?sfvrsn=0>

Queensland Schools Alliance Against Violence
<http://behaviour.education.qld.gov.au/bullying-and-violence/schools/Pages/qaav.aspx>

School Behaviour and Anti-bullying Registers

Antibullying Flowchart

