



OUR LADY OF THE ROSARY SCHOOL KELLYVILLE

ANTI-BULLYING POLICY and PROCEDURES

Our Lady of The Rosary School acknowledges the presence of God within each of us and the Gospel call for each of us to be the face of Jesus to each other. We also acknowledge, honour and promote the place of Respect in relationships. Honouring the presence of God within each of us and relating with respect underpin our approach to minimising and managing incidents of bullying

Everyone at Our Lady of the Rosary School Kellyville has the right to feel welcome, secure and happy. Bullying of any sort can prevent this and equality of opportunity.

It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying culture in the school. It is everyone's responsibility to prevent Bullying and this policy contains guidelines to support this ethos.

Definitions of Bullying (from the CEO Policy)

Bullying is repeated psychological or physical oppression of a less powerful person or group of persons by a more powerful person or group of persons (Rigby, 1996) that creates a risk to mental and physical health and safety. Bullying is ongoing in nature and the bully is encouraged by another's pain, distress, fear and humiliation. Bullying may manifest itself in the form of emotional, social, verbal and/or physical incidents, all of which will cause distress. Examples of bullying may include:

- Physical: hitting; pushing; tripping; kicking; spitting on others.
- Verbal: teasing; using offensive names; yelling or screaming abuse; constant criticism of a person; inappropriate comments about a person's appearance.
- Non-verbal: writing offensive notes, in any medium; graffiti about others; rude gestures.
- Psychological: spreading rumours; hiding or damaging possessions; inappropriate use of information technologies, such as using email, websites or text messaging to hurt others; using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.
- Social- Emotional: deliberately excluding others from a group; refusing to sit next to someone; overtly encouraging other people to actively ignore or avoid a person.
- Extortion: threatening to take someone's possession, food or money.
- Property: stealing, hiding, damaging or destroying property.

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves.

Procedures.

Preventative strategies.

At OLOR we will work towards preventing bullying through a range of strategies such as:

- the development and monitoring of the school culture to ensure it is based on mutual trust and respect – *Being The Face of Jesus surveys, QCS Surveys.*
- the provision of specific educational programs and resources – Police Liaison Officer
- training programs and professional development for members of the school community – *Cyberwise website (Classm8)links to CEO website (Anti Bullying).*
- regular monitoring and evaluation of the school’s anti-bullying policies and procedures – *Bullying Surveys, Language Survey, Report a Bullying Incident tab on the school website.*
- school-based activities where the value of the individual is affirmed and personal qualities such as compassion, kindness, respect and tolerance are fostered and modelled by staff and students - *Activities from the Weekly Theme.*
- opportunities for cross-school student leadership and involvement - *Kinder and Year 5 Buddy System, student representative processes and presentations at assemblies.*
- the provision of PD/H/PE syllabus coverage to ensure the teaching of all essential ‘learn about’ and ‘learn to’ units of work that may relate to bullying behaviours.
- school-based programs and activities that promote the skills of communicating, decision-making, interacting, planning and problem-solving for students – *Cool Kids, PALS.*

Reporting Bullying.

We will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Victims may need support to report bullying incidents and to have the issue resolved.

Reports of bullying can be made by:

- Students directly informing staff or through a Bullying Survey. The reports can be in reference to themselves or about another student. Students may also use the online form. We encourage the students to see that it is their responsibility to report their knowledge of bullying of themselves or another student to a member of staff. We use the term “Inform” someone. We also use the concept of “The Power Of One” to encourage the students to “report to / inform about” incidents of bullying.
- Parents informing staff or by completing the online form on the school website.

Managing Allegations.

Class teachers and coordinators screen survey data. Allegations are then investigated and followed up.

Please see the attached flow chart for the sequence of managing reports and incidents of bullying.

Possible Consequences.

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If an alleged incident is proven, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. Each pupil may be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

If appropriate, sanctions may be imposed. These may include:

- Behaviour contracts.
- Parent / child conference.
- Time off the playground.
- Restricted play area.
- In School Suspension.
- Out of School Suspension.
- Periodic monitoring by coordinators or principal.
- Where necessary we will call on outside resources such as Counsellors and or Student Support Services to support our action.

Parental Involvement

The parents of children who bully and the victims may be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem.

This policy is seen as an integral part of our Student Support and Management Policy.

Appendices:

1. Flow chart - Managing Bullying.
2. Incident report.
3. Bullying Survey.

Managing Bullying at Our Lady of the Rosary School.



