



HOLY NAME PRIMARY
SCHOOL

BULLYING POLICY

A Definition:

Bullying can be defined in the following ways:

- A repetitive attack causing distress not only at the time of attack, but also by the threat of future attacks.
- A wilful, conscious desire to hurt, threaten or frighten someone.
- The repeated oppression, psychological or physical, of a less powerful person by a more powerful individual or group of persons.
- Bullying involves an **imbalance of power**. It can take the form of **verbal, physical, social or psychological threats**.

Examples of these include:

- Any form of physical violence such as hitting, kicking, pushing or spitting at others
- Interfering with another person's property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Using put downs, belittling others' abilities and achievements
- Writing offensive notes or graffiti about others
- Excluding others from a group
- Making suggestive comments or other forms of sexual harassment
- Ridiculing another's appearance
- Forcing others to act against their will
- Using threats via E-mail and telephone threats

Bullying is an attitude rather than an act.

A bully often exhibits:

- good verbal skills and an ability to talk themselves out of trouble
- a high estimation of their own ability to manipulate individuals or groups
- an enjoyment of conflict and aggression
- a delight in getting their own way
- the appearance of being popular, but often disliked



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Implications of being bullied:

Victims of bullying often:

- have lowered self- esteem
- increased feelings of worthlessness and hopelessness
- are more likely to be unhappy at school
- more likely to be isolated from peers
- more likely to stay away from school and to report physical illness
- may feel frightened, unsafe, embarrassed, angry or unfairly treated
- lack the ability to work and sleep, resulting in poor performance
- display a deterioration in relationships with family or friends
- may feel confused about the problem and refuse to divulge facts, in fear of retribution

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in the school environment. We will not allow cases of bullying to remain unreported, but will act in a manner which will support the victim and appropriately address the cause of the inappropriate action.

Implementation:

- Parents, teachers and students will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate

A. Primary Prevention: These strategies are designed to enhance the emotional and social health of all students. A whole school approach aims to strengthen student resilience through strategies that reduce vulnerability and increase coping skills. At Holy Name we acknowledge that relevant and sequential professional development is an ongoing requirement for skilling teachers with the implementation of strategies.

B. Primary Intervention:

- Students will be encouraged to make clear statements in response to any violation to school rules
- If unacceptable behaviour continues, students will be expected to seek peer mediation as soon as they deem necessary
- If the issue cannot be successfully resolved, students are expected to report to a staff member
- Bullying survey at least twice yearly
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Teachers to arrive at yard duty on time
- Staff take further steps to assist victims and to remove the source of distress without putting the victim at further risk
- Parents encouraged to liaise with the school if they become aware of a problem
- Provision of a 'Safe Area' for a child to access.



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B. Intervention:

- Once identified; bully, victim and witnesses consulted with, and all incidents fully investigated and documented.
- Both bully and victim offered support.
- If bullying is ongoing, parents are contacted and consequences implemented consistent with school Student Management Plan
- Ongoing monitoring of identified bullies and support for their well being

C. Post Violation:

- Consequences may involve
 - exclusion from class
 - exclusion from yard
 - withdrawal of privileges
 - school suspension
 - ongoing counselling from appropriate agency for both victim and bully

● **Evaluation:**

This policy will be reviewed as part of the school's three year review cycle.

Strategies include:

- Each classroom teacher to clarify at the start of each school year the school policy on bullying ie. "We promote a Bully Free School!"
- Staff are role models in word and action at all times
- Staff and Students are to promote the philosophy of 'No Put Downs', threats etc.
- Make efforts to deter situations involving bullying from arising, through the use of active supervision
- Report suspected incidents to the appropriate staff member, such as the class teacher, Principal or Deputy Principal, who will follow the designated procedures

November 2013

