



"To Live, To Love, To Grow In Christ"

HOLY SPIRIT CATHOLIC PRIMARY SCHOOL

PO Box 40030, CASUARINA, NT 0811 | Phone (08) 89273411 | ABN: 49 758 636 720 | Email: admin.holyspirit@nt.catholic.edu.au

ANTI-BULLYING POLICY

Definition:

A bully is someone who deliberately sets out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a form of harassment.

Rationale:

Holy Spirit Catholic Primary School will provide a positive community where respect of others is paramount.

Aims:

- To reinforce within the school community what bullying is, and that it is unacceptable.
- To remind and inform all community members of Holy Spirit Positive Behaviour Support Policy and Agreed Practices.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is provided to both victims and perpetrators through meetings and counselling as required. Refer Positive Behaviour Support Policy.
- To seek parental/carers and peer-group support and co-operation at all times.

Implementation:

- Parents/carers, teachers, students and the community will be aware of the school's position on bullying. (Refer Holy Spirit Positive Behaviour and Support Policy and Agreed Practices).
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To promote resilience, life and social skills, assertiveness, conflict resolution and problem solving through Be You (formally Kidsmatter), Making Jesus Real and NED
- To promote anti-bullying messages and strategies
- A bullying audit and yard survey will be administered twice a year or as required. In addition it is to be collated and analysed by classroom teachers with support of leadership team.
 - For those students identified in Anti-Bullying Audit with repeated behaviours, a letter will be sent home to parents/carers to keep all informed.
 - Student to meet with Principal/Deputy Principal to discuss audit
 - Parents/carers welcome and encouraged to make a time with Principal/Deputy Principal to discuss as required following audit.
- School Leadership to inform at beginning of school year, Holy Spirit Positive Behaviour Support Policy Procedures and Agreed Practices the school policy on Anti-Bullying.
 - This information to be shared through newsletter and Class Dojo at beginning of each term.
- Student Leadership Groups, buddy support students, staff and students to promote positive interactions with others.
- Students to be taught The High 5 hands as a self-managing strategy, (refer attachment).

B. Early Intervention:

- To set up a safe environment/culture whereby children feel comfortable reporting bullying incidents involving themselves or others.
- Parents/carers asked to inform school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems, eg. Making Jesus Real awards each week during assembly.

C. Intervention:

- Students will have the opportunity to reflect on what has occurred, and where appropriate, complete a reflection sheet.
- Students who have demonstrated bullying traits will be informed, with parents/carers to receive notification from Principal/Deputy Principal.
 - NB. A formal meeting may need to be organised with parents/carers if these behaviours are ongoing or continue.
- Both bullies and victims will be offered counselling and support.
- If student bullying persists, parents/carers will be contacted and consequences implemented consistent with the Holy Spirit Positive School Behaviour Policy and Agreed Practices.
 - Where required, executive from Catholic Education, Northern Territory may be called to assist. Parents/cares will be informed as required.

D. Post Violation:

- Consequences for students will be individually based and may involve:-
 - exclusion from classroom (students may work in isolation in front office)
 - exclusion from playground (students may have other duties to perform at this time, such as Community Service)
 - school suspension – this is a last resort once all possible steps have been followed and adhered to
 - withdrawal of privileges at the discretion of Principal/Deputy Principal
 - ongoing counselling from appropriate agency for both victim and bully
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures
 - counselling
- Ongoing monitoring of identified bullying behaviour.
- Rewards for positive behaviour.
- Parent/carers of all to be notified

Ratification:

This policy was ratified by School Board Tuesday 23rd August, 2016

Review:

This policy was reviewed and ratified by School Board, Thursday 21st May, 2020

Evaluation:

This policy will be reviewed as part of the school's three-year review cycle – May, 2026

References:

www.curriculum.edu.au/mindmatters

Circular 41/2002 VicHealth Publicity for Partnership Campaign Together We Do Better: Department Participation

www.bullyingnoway.com.au

www.eduweb.vic.gov.au/bullying/index.htm