SACRED HEART
Anti-BULLYING
POLICY

**Vision Statement**
Sacred Heart Catholic School is a welcoming faith community
Empowering individuals
Inspiring a passion for life and learning
Living the school motto ‘Veritas Semper ~ Truth Always.’

**Definition:**
Bullying is the exertion of power by one person over another, which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated. It is behaviour that breaches proper and appropriate conduct for students. Types of Bullying include: Physical, Verbal/ written, Gesture, Extortion, Exclusion and Sexual.

**Rationale:**
- At Sacred Heart we are committed to providing a caring atmosphere of Christian love and understanding for the entire school community. All members of this school community are treated with respect for their history, beliefs, culture and individuality, therefore bullying will not be tolerated.

**Aim:**
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

**Implementation:**
- Parents, teachers, students and the community will be aware of the school’s position on bullying.
- 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 provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.- Bounce Back
- A bullying survey and yard survey will be administered and acted upon twice annually.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- The curriculum to include anti-bullying messages and strategies eg: Bounce Back and our Religious Education Program.
- Introduce Student Representative Council, peer support delegates, staff and students to promote the philosophy of ‘No Put Downs’.
- Electives and structured activities available to students at recess and lunch breaks.e.g. Chess, Gym.

**B. Early Intervention:**
- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
C. Intervention:

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Incidents will be dealt with confidentially as soon as possible and appropriate action will be taken.
- Any interviews with teachers/principal/parents will be recorded and archived.
- Students and staff identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered support.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D. Post Violation:

- Consequences for students will be individually based and may involve:
  - exclusion from class.
  - exclusion from yard.
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:
  - counselling
  - a period of monitoring
  - a formal support group
  - disciplinary actions
- If staff bullying persists the principal will commence formal disciplinary action.

Evaluation:

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

This policy was last reviewed 9 Sept 2009