

**Student Well-being at St Thomas the Apostle.**



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**Bullying Policy**

# **BULLYING POLICY**

## **Definition:**

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

## **Rationale:**

- 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 their school environment.

## **Aims:**

- 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:**

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- 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.
- A bullying survey and yard survey will be administered and acted upon twice annually.
- Self- Esteem and Resilience programs implemented across the school.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.
- Nominate a designated quiet area in the playground for passive activities during breaks.
- Keep a record of any incident involving bullying