ST JOSEPH'S PRIMARY SCHOOL

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Anti-Bullying Policy Statement

St Joseph's Primary School rejects all forms of bullying behaviour including online (or cyber) bullying.

St Joseph's Primary School works to provide a safe, inclusive, and respectful learning community that promotes student wellbeing.

The **St Joseph's Primary School** Behaviour Code for Students requires students to be inclusive and respect other students, their teachers, school staff, and community members, and to not bully, harass, intimidate, or discriminate against anyone in our schools.

St Joseph's Primary School has established strategies and practices to encourage positive student behaviour, recognise and reinforce student achievement and wellbeing, and manage disruptive student behaviour, this is outlined in the **Positive Behaviours for Learning at SJN document**.

St Joseph's Primary School staff encourage high levels of parental and community involvement in the school to improve student attendance, engagement, learning and behaviour.

At St Joseph's Primary School we recognize that bullying behaviour has three key features.

- It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.
- Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability, or sexual orientation, both online and offline.
- Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property, or stalking.Bullying can be physical, verbal, or social. Bullying can be easy to see (overt), or hidden (covert), such as spreading rumours about another person or excluding them.

Bullying can also happen online using technology such as the internet or mobile devices. This is known as online bullying or cyberbullying.

A person can be bullied about many different things such as how they look, sound or speak; their background, religion, race or culture including Aboriginality; having a disability; their sex; because they are

lesbian, gay, bisexual, transgender, and/or intersex their size or body shape or any other ways they may be different.

Some students are bullied about their academic or sporting achievements or hobbies.

The **NSW anti-bullying website** supports school staff, parents and carers, volunteers and contracted staff, and students to discourage, prevent, identify, and respond effectively to student bullying behaviour, where it does occur.

Preventing and responding to bullying is the shared responsibility of all school staff, volunteers, contracted staff employed by **St Joseph's Primary School**, students, parents and carers.

At **St Joseph's Primary School** Teachers and other school staff are provided with support and professional development to discourage, prevent, identify, and respond to student bullying behaviour.

At **St Joseph's Primary School** reports of student bullying can be made to any staff member. A teacher or school executive staff (such as the principal or assistant principal) at the school will address the reported bullying in a timely manner.

If a student, parent or carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution.

At **St Joseph's Primary School** ways to prevent or respond to student bullying behaviour are addressed through teaching and learning programs across all learning areas including the Self and Relationships strand of the mandatory Personal Development, Health and Physical Education curriculum.

Responsibilities and delegations

Teachers

- support the school in maintaining a safe, inclusive and supportive learning environment
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable
- teach students to identify, report and respond to bullying at school and online
- manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

Non-teaching staff

- refer any report of bullying to a teacher or school executive staff.

Principals (or their delegate)

- complete and implement the **Anti-bullying Plan** for their school
- maintain a positive school climate which includes respectful relationships
- identify patterns of bullying behaviour and initiate school action to respond
- manage complaints about bullying in accordance with the schools **Positive Behaviours for Learning at SJN document**.

Monitoring, evaluation and reporting requirements

The principal reviews the Anti-bullying Plan every year.

EVALUATION OF STATEMENT

This Statement was reviewed and redeveloped in line with the Catholic School's requirements for registration 2019