



MARY IMMACULATE PRIMARY SCHOOL

A dynamic and caring community committed to enacting our faith; challenging and engaging lifelong learners

(excellence, integrity, inclusiveness, respect)

Respectful Relationships - Anti-Bullying Policy

Rationale

The dignity of the human person is the foundation of all Catholic Social Teaching and is inherent to our education ministry. In line with our School Vision and Values, Mary Immaculate School has a duty of care to provide an educational environment which promotes the dignity of and respect for, each student. We are committed to providing a safe and caring environment that does not tolerate bullying, harassment or violence in any form.

Aim

The Respectful Relationships – Anti-Bullying Policy:

- promotes respectful relationships between all students in our school.
- sets out processes to be followed when disrespectful or bullying behaviours are reported.

Definition

We believe that 'all members of our school community are active participants in building a welcoming school culture that values diversity, and fosters positive, respectful relationships'. ('Australian Student Wellbeing Framework'). Mary Immaculate School commits to developing 'respectful relationships that involve the knowledge, understanding and skills to strengthen our students' sense of self, and build and manage safe and respectful relationships'. ('Resilience, Rights and Respectful Relationships' program).

The Australian Student Wellbeing Hub includes The Australian Government website <https://bullyingnoway.gov.au/resources/videos/pages/videoplayer.aspx?VideoID=82> and states:

'Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert). Single incidents of conflict or fights between equals, whether in person or online, are not defined as bullying. Bullying in any form or for any reason can have long term effects on those involved, including bystanders'.

Bullying is repeated behaviours that involve:

- a desire to hurt
- hurtful behaviour (physical, verbal and relational)
- an imbalance of power
- an unjust use of power.

Bullying can take many forms, some of which are:

- verbal – name calling, put downs, threats (spoken, written or electronic)
- physical – hitting, tripping, punching, throwing objects, stealing
- social – ignoring, hiding, ostracising



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- psychological – stalking, threatening looks, spreading rumours, damaging possessions (Mindmatters 2000).

Implementation

Respectful relationships are explicitly taught and supported through our School Values, Restorative Practices, School Wide Positive Behaviours and our Social and Emotional Learning programs. The students are also supported to learn from a conflict situation through the implementation of appropriate consequences – which may vary depending on the severity and frequency of the behaviour.

Students behavioural errors are recorded and monitored through the use of the classroom and playground 'Behaviour Support Books'. In the event of major inappropriate behaviour or a number of repeated and deliberate minor behaviours by a student, their parents/guardians will be notified.

All allegations of bullying will be reported to the Principal and responded to as follows:

- the students involved will be spoken to and treated with sensitivity, dignity and respect, with all allegations will be fully investigated and documented
- when bullying is identified, consequences consistent with our Student Behaviour Support Policy will be implemented
- appropriate confidentiality will be maintained, with information being provided to parents and others who have a right or a need to be informed, either legally or pastorally
- there will be ongoing monitoring and follow up of the individual(s) involved
- students involved will be offered support and if necessary, be referred for counseling.

Evaluation

This policy will be reviewed biennially or earlier if required, in line with our duty of care.

Supporting Policies/Programs

- Care, Safety and Welfare of Students Policy
- Student Wellbeing Policy
- Child Safe Policy
- Child Safe Code of Conduct
- Student Behaviour Support Policy
- Yard Duty and Supervision Policy
- Student Computer & Cybersafety Policy
- Religious Education Policy
- Mandatory Reporting Policy
- Rights, Responsibility and Respectful Relationships
- Resilience Project
- Religious Education
- Life Education
- Wonder of Living
- Integrated Studies Units of Work.

(May 2019)