



ST BERNARD'S CATHOLIC SCHOOL UPPER MT GRAVATT

St Bernard's Catholic school, founded by the Sisters of St Joseph, shares in the educational mission of the church as part of St Bernard's Parish

ANTI BULLYING POLICY

RATIONALE

Living in a time when violence is increasingly evident in our society and, through media coverage, is part of our daily consciousness, we believe it is necessary to highlight an acceptable attitude to violence and bullying and to establish appropriate behaviours that respect and uphold the rights of all and counteract bullying behaviour within our school community.

Our school Mission Statement emphasizes a commitment to Christian values. Respect for the human person is a core Christian value. Promotion of that value is thus an essential element of the educational mission of the Church and, consequently, of the mission of our school.

By definition, bullying is any on-going, intentional pattern of unwelcome and unwanted behaviour of a verbal, non-verbal, written, graphic, sexual or physical nature that hurts or intimidates an individual or group of individuals on the basis of difference which may relate to gender, race, colour, ethnicity, ability, disability, socio-economic status or religious belief.

Bullying is an affront to the dignity of both victims and perpetrators and, therefore, action must be taken to eliminate it from our school. In keeping with our Mission Statement, such action must be consistent with Christian principles and be based on sound educational practices. It also must involve all members of the community - parents and care-givers, staff and students - and be directed towards enhancing the dignity of all and securing a safe, supportive, learning environment.

Anti-bullying practices and procedures consistent with the values expressed in our Mission Statement will be adopted throughout our school to support the implementation of this policy.

POLICY

Central to our mission as Catholic educators is the principle of respect for the dignity of human persons. As educators, we are called on to protect, promote and nurture the dignity of all members of our school community. To that end, we commit ourselves to establishing a social environment based on right relationships in which all members of our school not only feel safe, but are safe from all forms of bullying.

St Bernard's Catholic School community acknowledges that each individual has the right to be treated with dignity and respect and to feel safe and secure within the school environment. It strives to -

- nurture the holistic development of all children in keeping with Gospel values;
- create an awareness of what constitutes bullying;
- affirm behaviours which support the development of a positive learning environment;
- foster a belief that no form of bullying behaviour will be tolerated;
- continually promote awareness of anti-bullying procedures within our school community;
- foster a supportive climate and network for individuals to report bullying behaviour;
- empower individuals to adopt skills which will assist them in dealing with bullying behaviours.

ASSOCIATED SCHOOL DOCUMENTS

This policy is guided by the -

- St Bernard's Catholic School Mission Statement

RELEVANT LEGISLATION AND CATHOLIC EDUCATION GUIDELINES

- Child Protection Guidelines
- Brisbane Catholic Education "Keep Safe" Programme
- National Safe Schools Framework

OUR VISION

Learning is child-centred, where children are prepared as life-long learners to meet challenges as compassionate Christian members of our community.

OUR MISSION

- To develop and nurture an environment where children learn about themselves, their world and God:
- By working in partnership with families, staff and the parish community
 - By valuing the diversity of all members of our community
 - By experiencing and living a Christian life in the Catholic faith.



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ROLES AND RESPONSIBILITIES

St Bernard's Catholic School will -

- keep records of all bullying incidents;
- inform parents and care-givers of any student who is involved in persistent or serious bullying incidents;
- protect and support victims of bullying to eliminate the likelihood of their being bullied again;
- work with parents and care-givers of victims to help them give their children strategies to avoid being bullied and to develop their resilience;
- work with parents and care-givers of perpetrators to establish joint strategies to help the child make appropriate behavioural choices;
- require perpetrators to undertake individual personal counseling should their bullying behaviour persist;
- remove from school premises for a specified period of time any student who continues with bullying.

Teachers will -

- act as role models of caring and tolerant behaviour;
- listen and respond immediately to reports of bullying;
- intervene to stop bullying and to protect victims from further harm;
- act to prevent the behaviour recurring;
- mediate between the two parties when appropriate;
- provide victims with empowering strategies;
- report to Administration all incidents of bullying;
- explicitly teach bullying awareness;
- attend professional development sessions.

Support staff will -

- act as role models of caring and tolerant behaviour;
- listen and respond immediately to reports of bullying;
- intervene to stop bullying and to protect victims from further harm;
- report to Administration all incidents of bullying;
- attend professional development sessions.

Parents/care-givers will -

- listen and respond immediately to reports of bullying;
- contact the school to make an appointment to discuss the matter;
- work with the school to find a solution.

Students will -

- participate in an on-going program of anti-bullying education;
- be encouraged to report all incidents of bullying, either experienced or witnessed, to a teacher, parent or other responsible adult;
- intervene if they can do so safely to stop bullying when witnessed;
- immediately seek help from an adult if they are unable to stop the bullying;
- not support bullying by being passive onlookers.

REVIEW

This policy will be reviewed annually or as -

- new developments/research occurs;
- legislation updates occur;
- Brisbane Catholic Education requirements/guidelines changes occur.

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By this process, St Bernard's Catholic School ensures the best possible practices for its students, school staff, parents and care-givers.

AUTHORISATION

The St Bernard's Catholic School Board, in consultation with the school staff, Parents and Friends Association and the parish community, endorses this policy.

This policy takes effect as of the 1st December 2005, and is authorised by the Principal.

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