



## POLICY ON ANTI-BULLYING

### 1. Reflection Material

- 1.1 All Hallows' School Mission Statement
- 1.2 All Hallows' School Strategic Plan

### 2. Rationale

Everyone at All Hallows' School has the right to a safe environment free from fear and hurt. In keeping with our Catholic ethos, we state that any form of bullying will not be condoned or tolerated.

Bullying, based on the national definition for Australian schools, states:

*Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or behaviour that intentionally or recklessly causes physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.*

*Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).*

*Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.*

<https://bullyingnoway.gov.au/WhatIsBullying/DefinitionOfBullying>

Bullying, which includes cyber-bullying, generally seeks to intimidate, coerce, engender fear or to control. It may be direct or indirect. It includes physical attacks, damaging property, name calling, prejudiced remarks, non-consensual sharing of images, damaging one's social reputation or causing humiliation through lying, spreading rumours or causing others to be socially excluded.

Bullying can be unlawful if it involves behaviours that include assault, damaging property and/or stalking. Bullying is not single episodes of nastiness or meanness or random acts of inappropriate behaviour; it is not mutual conflict; it is not dislike or social rejection (unless it involves deliberate and repeated attempts to exclude, cause distress or create dislike in others). Instances of inappropriate behaviour which do not constitute bullying will be dealt with under other appropriate School procedures including the Code of Conduct and Behaviour Management.

### **3. Policy**

- 3.1. Bullying is not accepted in any form.
- 3.2 It is the responsibility of every member of the School community to ensure that a safe environment exists and to take appropriate action against bullying. Those aware of, or witnessing, bullying behaviour have a responsibility to report it to a responsible adult, or support and assist the person being bullied to report it to a responsible adult, and not allow tacit approval of it as a bystander.
- 3.3 Staff at All Hallows' School will encourage and support students, parents and caregivers and other staff to discuss matters of suspected bullying.
- 3.4 All incidents of bullying brought to the attention of the School will be treated seriously and dealt with promptly, sensitively and confidentially and in a manner which demonstrates procedural fairness.
- 3.5 The School will follow up all reported incidents of bullying, including cyber-bullying and determine appropriate consequences.
- 3.6 The School will do all that it reasonably can to ensure that all persons involved in complaints of bullying, including the person making the complaint, those supporting someone making a complaint, witnesses and the accused, will not be treated prejudicially.
- 3.7 The School will be proactive in its approach to educate students, parents and caregivers and staff about bullying and its consequences and impact on themselves and others.

### **4. Related Policies, Guidelines and Procedures**

- 4.1 Policy on Student Protection
- 4.2 Policy on Pastoral Care
- 4.3 Policy on Harassment
- 4.4 Policy on Social Media
- 4.5 Behaviour Management Procedures
- 4.6 Managing Bullying Procedures
- 4.7 Student Code of Conduct
- 4.8 School Community Code of Conduct

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