

September 2017

## 1. RATIONALE

Every member of the St Bede's school community, including; students, staff, parents and carers, has the right to feel safe at all times and free from any form of bullying, including physical, verbal, emotional or sexual. This policy covers incidents which may in person, online or written. St Bede's uses Restorative Practises to respond to the needs of the school community and explicit social and emotional teaching to reduce incidents of bullying within the school community.

## 2. DEFINITION

Bullying is defined as repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons (National Safe Schools Framework, 2014).

## 3. WHAT BULLYING IS NOT:

Many inappropriate behaviours are not examples of bullying even though they are unpleasant. Examples of this include single episode mutual disagreements or acts of random aggression or intimidation.

## 4. AIMS

The aim of this policy is to ensure that all reported incidents of bullying are followed up appropriately and that support is given to all affected parties. To reinforce within the school community what bullying is, and the fact that it is unacceptable. To inform parents of students who are involved about incidents of bullying and to enlist their support.

All staff, students, parents and visitors of the St Bede's community are expected to play an active role by reporting incidents of bullying.

## 5. IMPLEMENTATION

St Bede's has clear and explicit procedures for dealing with bullying. All staff at St Bede's share the responsibility for addressing bullying through class programs, yard duty supervisions and by modelling behaviour consistent with school and catholic values.

St Bede's as a school community will respond to bullying in the classroom and the yard through a *Restorative Practices* approach, which focuses on restoring and repairing relationships between students. This process focuses on allowing students to discuss what went wrong, what harm had been done as well as how the relationship can be repaired. In this approach, students are supported by students to reflect on their behaviour and consequences are set after discussions and sharing has taken place.

Explicit Social and Emotional teaching and wellbeing strategies such as circle time and restorative chats, further support the school's response to bullying. All staff are further supported by the St Bede's Code of Conduct and the St Bede's Student Wellbeing Policy alongside associated procedures.

## 6. EVALUATION

This Policy will be reviewed as part of the St Bede's School improvement plan review cycle.

To be reviewed 2019