

## RATIONALE

At Salvado Catholic College the safety and wellbeing of our students is of the highest priority. We respect the rights of our students to be free from all forms of bullying, harassment, aggression and violence. At Salvado Catholic College we are committed to providing a safe environment for all students in order that we might nourish the learning journey of each individual child.

Catholic schools have a responsibility to provide an educational environment that promotes the dignity and respect of each person, and therefore, aims to encourage the development of positive relationships between students to reduce all forms of bullying, harassment, aggression and violence.

At Salvado Catholic College we recognise that learning outcomes, physical health, emotional, psychological and spiritual wellbeing can be adversely affected by bullying, harassment, aggression and violence. We acknowledge that students who are bullied, subject to aggression or harassed tend to have poorer health, lower self-esteem, more interpersonal difficulties, higher levels of loneliness, depression, suicidal ideation and increased anxiety. They are also more likely to have a dislike of and want to avoid school, often with higher absenteeism and lower academic competence. The effects of bullying for some, can last a lifetime.

The Australian Government's National Safe Schools Framework (NSSF) adopts a whole school approach to safety and wellbeing. It provides a comprehensive range of evidence-informed practices to guide schools in preventing and responding to incidents of harassment, aggression, violence and bullying and to implement their responsibilities in relation to child protection issues.

The National Safe Schools Framework is based on the following overarching vision: All Australian schools are safe, supportive and respectful teaching and learning communities that promote student wellbeing.

## DEFINITIONS

**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 and conflict or fights between equals, whether in person or online, are not defined as bullying.

**Harassment:** Harassment is behaviour that targets an individual or group due to their:

- identity, race, culture or ethnic origin
- religion
- physical characteristics
- gender
- sexual orientation
- marital, parenting or economic status
- age
- ability or disability.

## PRINCIPLES

1. Salvado Catholic College is a safe and supportive environment in which the six guiding principles and nine key elements of the National Safe Schools Framework are practiced.
2. Salvado Catholic College owes a duty of care to all students.
3. Salvado Catholic College provides a supportive environment which
  - Acts to prevent instances of bullying, harassment, aggression and violence
  - Encourages socially appropriate behaviour through the School Wide Positive Behaviour Support Plan and direct teaching of curriculum in areas such as interpersonal and self-management skills
  - Promotes respect for self and respect for others
  - Develops physical and emotional wellbeing and resilience
  - Supports the development of positive mental health.
4. Responding to bullying, harassment, aggression and violence requires quality leadership and role modelling to facilitate strategy implementation and sustained change, together with a whole College community approach that is consistent with Catholic Education Western Australia's Pastoral Care Framework, the College's Pastoral Care practices and the College's Evangelisation Plan.
5. Bullying, harassment, aggression and violence may occur outside of the College. When these behaviours impact on a student's learning and behaviour at school, Salvado Catholic College will take action to support the continued wellbeing of those involved.
6. All bullying, harassment, aggression and violence shall be responded to. When bullying, harassment, aggression and violence are ignored or overlooked, it serves to condone or reinforce the behaviour. It is possible that bystanders (those who observe bullying) can encourage or assist those who bully simply by doing nothing.
7. While the aim is to promote and encourage positive behaviour, Salvado Catholic College's policy and procedures shall contain clear statements regarding the range of appropriate consequences that may be applicable for behaviour violations. In considering consequences relating to specific issues, attention should be given to other circumstances which may have bearing such as family or mental health issues.
8. All parties involved in incidents of bullying, harassment, aggression and violence are entitled to appropriate support.

## ORGANISATION

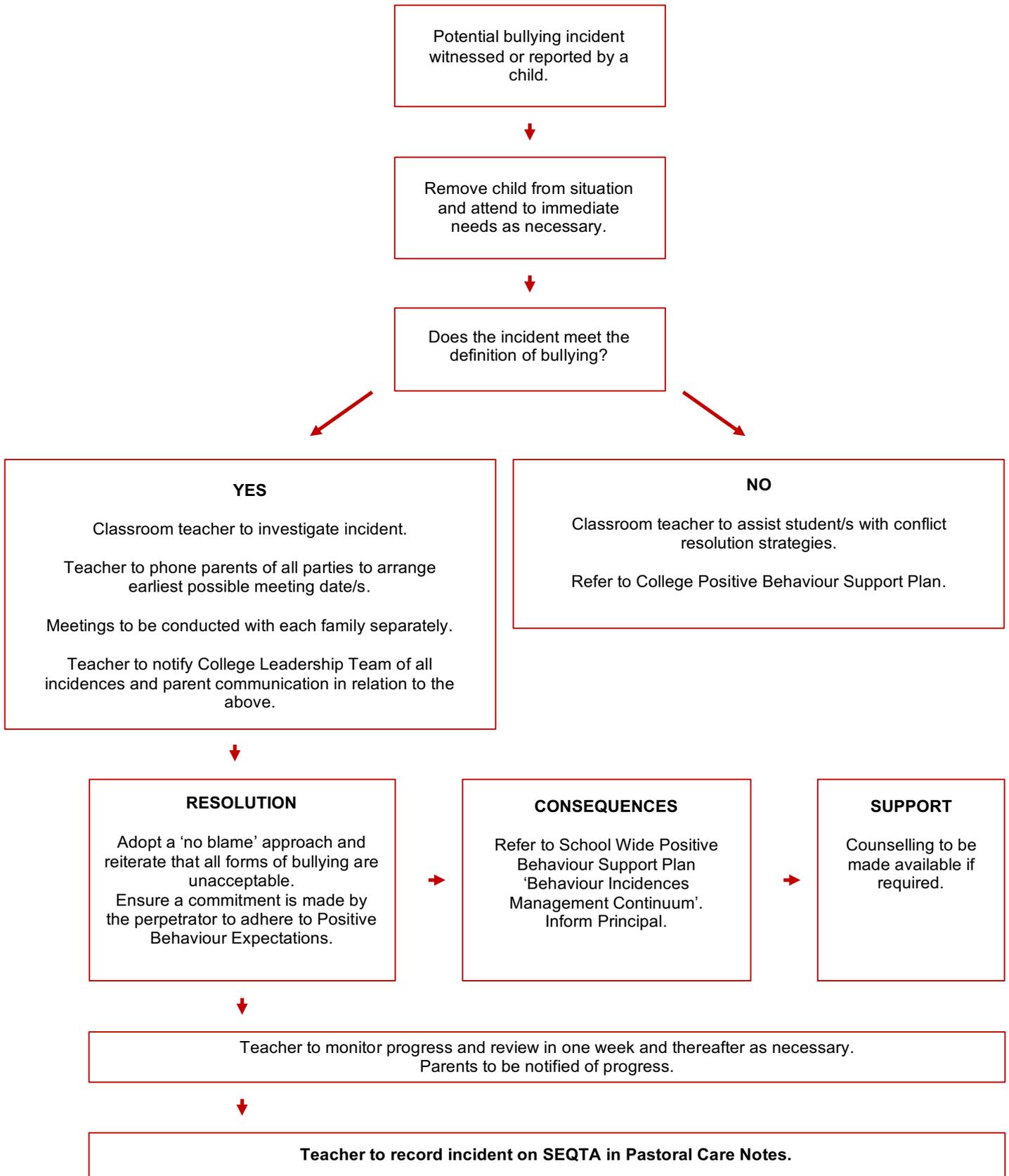
### Responsibilities

It is an expectation that:

- All adults within the College community, including staff, parents and the community behave in a socially responsible manner.
- All members of the College community must, at all times, demonstrate courtesy and respect in all interactions with each other.
- School wide positive behaviour expectations and core values focus will be taught to all students as per the School Wide Positive Behaviour Support Plan.
- All parties are aware of the correct procedures that must be followed in relation to the College School Wide Positive Behaviour Support Plan.
- All reports of bullying, harassment, aggression and violence will be treated seriously.
- Any intervention relating to incidences of bullying will endeavor to shift the balance of power away from this individual/s who are doing the bullying.
- Student confidentiality will be maintained at all times.

**PROCEDURES**

The flowchart below outlines the appropriate response and intervention process at Salvado Catholic College for all reports of bullying.



### STUDENT ACTION PLAN

If you think you are being bullied at school...ask yourself...was it deliberate? Yes or No?

*If YES...*

- Ignore the behaviour and show that it doesn't upset you.

*If the bullying behaviour continues...*

- Tell the individual/s engaging in the bullying behaviour to stop it.
- Ask the individual/s to leave you alone.

*If the behaviour continues...*

- Move to a safe area (ie. near a staff member)

*If the behaviour continues...*

- Tell another student nearby that you are being bullied.

*If the behaviour continues still...*

- Tell a staff member.

### BYSTANDER ACTION PLAN

Does this look or sound like a bullying incident? Yes or No?

*If YES...*

- Tell the individual/s engaging in the bullying behaviour to stop it.
- Offer friendly advice to make the student who was subject to the bullying behaviour feel safe.

*If the behaviour continues...*

- Take the student who was subject to the bullying behaviour to a staff member and report what you saw and/or heard.

### PARENTS' ROLE

Parents can help by...

- Discussing College Positive Behaviour expectations as well as how to respond appropriately to incidences of bullying behaviour (see Student Action Plan).
- Teaching their child/ren to respect difference and to be tolerant of others.
- Showing an interest in their child's school, social and sporting activities.
- Fostering their child's self-esteem and sense of self-worth by offering encouragement and positive feedback, and nurturing their sense of self and confidence in who they are.
- Setting a good example in role modelling positive conflict resolution strategies.
- Informing the class teacher if made aware of suspected incidences of bullying behaviour.
- Assisting their child/ren to understand and practice the strategies outlined in this policy document.

For more information refer to:

[www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

National Safe Schools Framework

Originally Released	Date For Review
2017	2018