



Diocese of Broken Bay

---

ANTI-BULLYING POLICY  
FOR  
DIOCESAN SYSTEMIC SCHOOLS

---

June 2010

## PURPOSE

All students, their families and employees within Catholic education have the right to a learning and work environment free from intimidation, humiliation and hurt. This policy supports school communities to prevent, reduce and respond to bullying.

## POLICY FRAMEWORK

Flowing from the Christian vision expressed in the Diocesan Pastoral Care Policy, schools are called to establish relationships which are grounded in love, compassion, reconciliation and justice. In witnessing Christian values the Diocesan Schools System rejects ideas, beliefs and behaviours which marginalise or victimise people.

### Pastoral Care in our Diocesan schools

#### **...has as its focus the life of Jesus Christ.**

*I have come that you may have life and have it to the full. (John 10:10)*

*The Catholic worldview perceives Jesus as God's Son, who saved us through his life, death and resurrection, and through whom we enter into the life of God.*

#### **... is concerned with the dignity and integral growth of the person.**

*God created humankind in God's image. (Genesis 1:27)*

*The Catholic worldview perceives each human being as a unique person created in the image of God, having an inalienable dignity that is always to be respected.*

#### **... is a responsibility entrusted to all members of the faith community.**

*All members may be concerned for one another. If one member suffers, all members suffer: if one member is honoured, all members share this joy. You then are the body of Christ. (1 Corinthians 12:25-27)*

*The Catholic worldview perceives an imperative to proclaim to others the love we receive from Jesus, by loving them as Jesus loves us.*

#### **... is a force for healing, reconciliation and liberation.**

*I shall look for the lost one, bring back the stray, bandage the wounded and make the weak strong. I shall be a true shepherd to them. (Ezekiel 34:16)*

*The Catholic worldview perceives the action of the Spirit in the world, inviting and empowering all people to respond to the divine love.*

#### **... is an expression of and commitment to justice.**

*He has sent me to bring good news to the poor, to proclaim liberty to captives and to the blind new sight, and set the downtrodden free. (Luke 4: 18)*

*The Catholic worldview perceives an obligation to work to create social conditions in which the unique dignity of each person is respected and all human rights protected.*

## Definition

Whilst there is no universally accepted definition of bullying, there is general consensus that bullying behaviour has the following elements:

Bullying behaviour:

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms. Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others etc
- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours etc
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures etc
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone etc
- **Extortion** - threatening to take someone's possessions, food or money etc
- **Property** - stealing, hiding, damaging or destroying property etc
- **Cyber** - any form of bullying which is carried out through electronic means such as email, chat room, 'sms', web page etc

## POLICY CONTENT

1. Each school will develop and implement pastoral care strategies to assist the school community to foster, promote and restore right relationships.
2. The school will review its own anti-bullying policy and/or develop the "St. Catholic's School Policy Against Bullying template" (see attachment A).
3. School documentation needs to clearly articulate:
  - links to the school's vision and mission
  - the school community's definition of bullying
  - the school community's commitment to preventing and minimising bullying
  - the process and procedures for reducing and preventing bullying
  - the school's education program focusing on the explicit teaching of positive behaviours
  - the school's response to incidents of bullying
  - the personnel responsible for the various stages in the response procedure
4. The Principal:-
  - is responsible for the implementation of the school's anti-bullying policy and procedures.
  - is required to establish conclusive processes for staff, students and parents to gain understanding and ownership of the policy.
  - will take appropriate steps to ensure that the school will regularly monitor and evaluate its anti-bullying policy.
  - is responsible for the implementation of the school-wide education program focusing on positive behaviours
5. Any variations to this policy require the written approval of the Director of Schools.

## SUPPORT DOCUMENTS

The Catholic Schools Office will provide materials, professional development and support services to assist school communities with development and implementation of anti-bullying policies and procedures.

## RELATED LEGISLATION, POLICIES AND GUIDELINES

*Human Rights and Equal Opportunity Commission Act 1986 (Comm)*  
*Telecommunications Act 1991 (Comm.)*  
*Anti-Discrimination Act 1977 (NSW)*  
*Children (Criminal Proceedings) Act 1987(NSW)*  
*Young Offenders Act 1997 (NSW)*  
*Children and Young Persons (Care and Protection) Act 1998 (NSW)*  
*Pastoral Care Policy for Diocesan Systemic Schools*  
*Anti-Harassment Policy for Diocesan Systemic Schools*

*Occupational Health and Safety Policy for Diocesan Systemic Schools  
Acceptable Use Policy for Internet/Intranet and Network Services for Diocesan Systemic  
Schools*

**POLICY REVIEW**

This policy will be reviewed not less frequently than once every three years.

**POLICY DATES**

Date of completion of formulation and adoption  
Date of next review

November 2002  
June 2013

authorised by  
**Bishop David L. Walker**  
Bishop of Broken Bay