

Cathedral Catholic Primary School, Bathurst

Anti-Bullying Policy



1. Mission and Vision

Cathedral School is a school community in the Catholic tradition, founded in faith, challenged by Gospel values, striving for a standard of excellence in all Key Learning Areas.

2. Purpose

The purpose of this policy is to create and maintain a safe, supportive, and inclusive learning environment for all students, free from bullying, harassment, and discrimination. Cathedral Catholic Primary School is committed to ensuring that all members of the school community, including students, staff, and parents, work together to prevent and address bullying in all its forms.

Definitions of Bullying

Bullying is defined as the intentional, repeated, and hurtful behaviour directed at an individual or group that causes harm. It may include, but is not limited to:

- **Physical bullying:** Hitting, pushing, or damaging property
 - **Verbal bullying:** Name-calling, teasing, or taunting
 - **Social bullying:** Excluding someone, spreading rumours, or damaging reputations
 - **Cyberbullying:** Using digital platforms (e.g., social media, text messages, or online games) to harm others
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Our Commitment to Preventing Bullying

1. **Inclusive School Environment:**

Cathedral Catholic Primary School fosters an inclusive and supportive school culture, encouraging students to celebrate diversity and respect one another's differences.

2. **Clear Reporting Procedures:**

Students, staff, and parents are encouraged to report any incidents of bullying. Confidential reporting can be made to a teacher, counsellor, or principal. The school will investigate all reported bullying incidents thoroughly and ensure appropriate supports and procedures are in place to deter and prevent further bullying.

3. **Support for Victims:**

Students who are victims of bullying will be supported by the school through counselling, peer support, and restorative practices. The school will also work with parents and caregivers to ensure the safety and well-being of the affected student.

4. **Behavioural Expectations:**

All students, staff, and parents are expected to act with kindness and respect. Bullying behaviours and the school will take appropriate disciplinary actions when necessary.

Parent Responsibilities in Preventing Bullying

Parents play a crucial role in supporting the school's anti-bullying efforts. The following responsibilities help ensure a collaborative approach to addressing bullying:

1. **Promote Positive Behavior:**

Parents are encouraged to model respectful and kind behaviour at home, which students can reflect at school. Are encouraged to maintain open communication with their child about their experiences at school and reinforce the importance of treating others with respect.

2. **Monitor and Limit Social Media Use:**

Parents should ensure that their children adhere to appropriate age limits for social media use including age limit requirements for social media, games and online platforms. Parents are responsible for monitoring their child's online activities to prevent cyberbullying and inappropriate interactions. Parents are responsible for setting privacy settings on online accounts and should talk to their children about responsible online behaviour.

3. **Enforce Reasonable Device Time Limits:**

Parents are responsible for enforcing reasonable time limits for their child's use of digital devices, especially for recreational screen time. Excessive screen time can

contribute to social isolation and increase the risk of cyberbullying. Parents should provide boundaries to encourage children to balance their screen time with other activities such as outdoor play, reading, and face-to-face interactions with friends.

4. **Support School Initiatives:**

Parents are expected to actively engage with the school's anti-bullying programs and initiatives. This includes attending meetings, participating in workshops, and supporting the school's efforts to create a positive and safe school culture.

5. **Report Concerns:**

If parents become aware of any bullying incidents, either through their own observations or their child's reports where students from the school are involved, they should inform the school immediately. Parents should work with the school in addressing the issue in a supportive and cooperative manner, keeping communication channels open.

School Procedures for Addressing Bullying

1. **Investigation:**

When an incident of bullying is reported, the school will investigate the matter promptly and fairly, ensuring that all parties are heard and that appropriate actions are taken. This may involve interviewing students, staff, and witnesses.

2. **Support for the student who is the target of bullying:**

The school will provide counselling and support for the victim(s) of bullying. Where appropriate, the school will notify the student's parents to discuss the incident and the steps being taken to ensure their child's safety and well-being.

3. **Disciplinary Action:**

If bullying is confirmed, the school will implement disciplinary action in accordance with the school's behaviour policy. This may include warnings, conferences, suspensions, or other appropriate consequences depending on the severity of the incident.

4. **Restorative Practices:**

The school may implement restorative practices aimed at repairing relationships and encouraging empathy between the victim and the perpetrator. This may involve guided discussions or mediated meetings with the students involved.

Support for the Victim of Bullying

At Cathedral Catholic Primary School, we are committed to ensuring that all students feel safe, valued, and respected. If a student experiences bullying, we take immediate action to provide support and ensure their emotional and physical well-being. Our goal is to empower victims, provide them with the resources they need to heal, and help them regain their confidence and sense of safety.

Key Elements of Support for the Victim:

1. **Immediate Safety and Protection:**
The first priority is to ensure the victim feels safe at school. We will take steps to protect them from further bullying, which may include changes to class arrangements, supervision, or other safety measures as needed.
2. **Confidential Support and Counseling:**
Victims of bullying will have access to confidential support from a school counsellor or trusted staff member. Counselling services are available to help students process their feelings, build resilience, and cope with the emotional impact of bullying.
3. **Open Communication with Parents/Caregivers:**
We believe in working closely with the victim's family to ensure they are informed and involved in supporting their child. We will maintain open communication with parents/caregivers to address their concerns and keep them updated on the steps being taken to resolve the situation.
4. **Restorative Practices:**
If appropriate, restorative practices may be used to help the victim and perpetrator understand each other's perspectives and encourage healing. These practices aim to repair harm, rebuild trust, and foster empathy between the parties involved.
5. **Empowering the Victim:**
We will work with the victim to help them regain a sense of empowerment and self-confidence. This may involve developing coping strategies, building self-esteem, and helping the student understand how to set healthy boundaries in relationships.
6. **Ongoing Monitoring and Follow-Up:**
The school will continue to monitor the victim's well-being and ensure that no further bullying occurs. Regular check-ins will be held to ensure the student feels supported and safe as they move forward.

At Cathedral Catholic Primary School, we are dedicated to supporting victims of bullying in a compassionate and proactive way, helping them feel heard, understood, and empowered to move forward in a safe, supportive environment. We believe that every student deserves to thrive in a community where kindness, respect, and empathy are at the core of everything we do.

Engagement with the Perpetrator of Bullying

At Cathedral Catholic Primary School, we believe that addressing bullying involves not only supporting the victim but also helping the perpetrator understand the impact of their actions and guiding them towards positive change.

We recognise that individuals who engage in bullying behaviour may sometimes need support to understand why their actions are harmful and how to make better choices in the future. Our approach focuses on restorative practices, education, and personal development.

Key Elements of Support for the Perpetrator:

- 1. Understanding the Impact of Their Actions:**

We will work with the student to help them understand the emotional and psychological harm caused by their actions. This may involve one-on-one discussions with a teacher or counsellor, where the student is encouraged to reflect on how their behaviour has affected others.

- 2. Restorative Practices:**

We encourage students who have engaged in bullying to take responsibility for their actions through restorative conversations. This may include a mediated discussion between the student and the victim, with the aim of repairing relationships and fostering empathy.

- 3. Behavioral Support and Education:**

Students who bully others will receive targeted support to develop better social and emotional skills. This might include lessons on empathy, conflict resolution, and how to build positive, respectful relationships. Teachers, counsellors, and parents will work together to ensure that the student understands the importance of treating others with kindness and respect.

- 4. Ongoing Monitoring and Support:**

The school will provide ongoing support to help the student change their behaviour. This may include regular check-ins with a teacher or counsellor, as well as tracking their progress in making positive choices.

- 5. Encouraging Positive Change:**

Our goal is not to punish but to encourage personal growth and accountability. We believe that all students have the potential to learn from their mistakes and become more respectful, compassionate members of the school community.

We are committed to providing the perpetrator with the tools, support, and guidance they need to change their behaviour and prevent further incidents of bullying. Through education,

reflection, and support, we aim to help all students develop positive, respectful relationships and thrive in a safe and inclusive environment.

Educational Programs and Initiatives

- **Anti-Bullying Education:**
The school will regularly provide anti-bullying education to students, teaching them about the importance of empathy, respect, and kindness, both online and offline.
- **Student Leadership:**
The school will empower student leaders to take active roles in promoting positive behaviour, peer support, and anti-bullying messages across the school.
- **Parental Workshops:**
The school will offer support for parents to raise awareness about bullying, digital safety, and strategies to support children in fostering positive relationships. This may include but is not limited to: newsletter items, electronic communication, parent workshops and parent conferences.

Disciplinary decisions made with Procedural Fairness

Procedural Fairness Procedural Fairness is a basic right of all individuals. All Individuals have a legitimate expectation that procedural fairness principles will be followed when decisions are made affecting their rights, legitimate interests or expectations.

Conclusion

Cathedral Catholic Primary School is committed to providing a safe, respectful, and nurturing environment for all students. By working together with parents and the broader school community, we can create a culture where bullying is not tolerated and where every child feels safe, valued, and supported.

Date of Implementation: Monday 25th November, 2024

Date of next Review: February, 2026
