



ST COLUMBA'S

PRIMARY SCHOOL WILSTON

SCHOOL POLICY

ANTI-BULLYING

Policy Statement

St Columba's Catholic Primary School is dedicated to fostering a safe and respectful learning environment where all students, staff, and parents feel valued and protected. We firmly believe that bullying is unacceptable and aim to create a nurturing community that promotes empathy, kindness, and inclusivity by:

- Treating each other with dignity and respect.
- Adopting a proactive approach to bullying.
- Working together to create a shared understanding of processes and procedures contained in this policy.

Definition of Bullying

We define bullying as the repeated, intentional, and harmful behaviour, including cyberbullying, by an individual or group towards others who have difficulty defending themselves. We recognise that bullying can take various forms, including physical, verbal, emotional, racist, sexual and cyber, and it often involves an imbalance of power.

Prevention Strategies

To create a positive and safe school environment, we implement various prevention strategies:

- **Education and Awareness:** We provide ongoing education to students, staff, and parents on the consequences of bullying and the importance of respectful behaviour.
- **Promoting Inclusivity:** Our school culture emphasises the celebration of diversity and the acceptance of all individuals, fostering an inclusive atmosphere.
- **Social and Emotional Learning:** We integrate social and emotional learning programs into the curriculum to help students develop empathy, emotional intelligence, and conflict resolution skills.
- **Bystander Intervention:** We empower students to become active bystanders, encouraging them to report bullying incidents and support those affected.
- **Digital Citizenship:** We educate students on responsible technology use, digital etiquette, and the potential consequences of cyberbullying.
- **Staff Training:** Our staff undergo regular training to recognize and address bullying behaviour effectively.
- **Parent Engagement:** We involve parents in anti-bullying efforts, providing resources and support to reinforce positive behaviour at home.

Reporting and Responding to Bullying

We encourage open communication and a safe reporting process:

- **Reporting:** Students are encouraged to report any bullying incidents to their teacher, principal, or a trusted adult.
- **Confidentiality:** Reports are confidential, and all parties involved will be treated with respect.
- **Investigation:** Once a report is received, it will be promptly investigated to determine the appropriate response.
- **Support:** We provide support to the victim, the perpetrator, and any affected bystanders to promote understanding and growth.
- **Consequences:** Students found responsible for bullying will face appropriate consequences and interventions, designed to prevent future incidents.
- **Parent Involvement:** Parents will be informed of any incidents involving their child and will be engaged in the resolution process.

Monitoring and Review

Our anti-bullying policy is subject to regular review and evaluation to ensure its effectiveness and relevance. We continuously monitor our school environment to identify potential areas for improvement and address emerging challenges related to bullying.

We are committed to creating a safe, supportive, and inclusive environment for all members of our community. Through education, prevention strategies, a strong reporting system, and a focus on empathy and respect, we aim to eliminate bullying and foster a positive and nurturing school environment where every student can thrive. Together, we stand united against bullying and work towards a future of kindness and understanding for all.

Enforcement and Compliance

This policy is enforced to uphold the safety standards of our school community. Compliance is expected from all parents, staff, visitors and volunteers to ensure the well-being of our students and staff.

Review and Adoption

This policy is effective immediately upon adoption by the school administration and will be reviewed periodically to ensure its alignment with safety protocols and regulatory guidelines. Any necessary revisions will be communicated to all stakeholders promptly.

Approval and Review Details

Approval and Review			
Prepared By	Parent Representatives, WHSO Peter Maynard and School Principal Andrew Oberthur.		
Approved By	School Leadership Team		
Endorsed By	St Columba's School Board	Date:	March 2024
Next Review Date	March 2027		