



## **ANTI-BULLYING POLICY & PROCEDURES**

St. Dominic Savio School believes in the safety and well-being of students and aims to provide a safe and friendly environment for students, where bullying is not accepted. The school promotes a common understanding of acceptable behaviour inside and outside the classroom.

### What is Bullying?

Bullying is 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. A person is bullied when they are intentionally exposed to negative or harmful actions by one or more people on a regular basis. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.

Bullying does not refer to an age-appropriate conflict between students or negative behaviours that occur only once in most instances.

### Signs of Bullying

Major changes in a student may be indicative of bullying. Such behavioural changes may include:

- Crying at night and nightmares;
- Unexplained bruises, cuts or scratches;
- An unwillingness to go to school;
- Feeling ill in the mornings;
- A decline in the quality of school work;
- Becoming withdrawn;
- Lacking confidence;
- Acting unreasonably.

Parents or guardians are encouraged to recognise signs of bullying and notify the Principal if they suspect their child is a victim of bullying at school.

Students are encouraged to report instances of bullying involving themselves or others to a staff member.

### Procedures

All cases of bullying reported to a staff member will be referred to the Principal.

The Principal will fully investigate all alleged incidents of bullying referred to them by staff members or received directly from a students' parents or guardians.

The investigation process will involve gathering information from staff members, other students and interviewing all those involved in the bullying situation. After the investigation has been completed, the Principle will decide the appropriate disciplinary action that will be taken. Discretionary judgement will be applied according to the severity, frequency and duration of the bullying situation.

The action taken will be in accordance with the school's Discipline Policy (SDS-6.4) and tailored to the individual situation. It may include:

- Counselling for those involved
- Formal mediation between the parties
- After school detention
- Suspension
- Expulsion

Parents of the students involved will be notified via a meeting with the Principal of the outcome of the Principal's investigation and the action that will be taken.

Throughout the process, care will be taken to ensure that all responses are based on the principles of procedural fairness and confidentiality is maintained as far as possible. For further information, please refer to the school's Discipline Policy (SDS-6.4).

#### Record Keeping

All instances of reported bullying incidents and the action taken will be recorded by the Principal in the Complaints Register, which is kept in the Principal's office.

The St. George area School Liaison Officer can provide advice on bullying. The contact number for the St. George Police Office is 8566 7499.