



St John's Catholic Primary School Dubbo Anti-Bullying Policy

Purpose

St John's Catholic Primary School Dubbo is committed to providing a safe and inclusive learning environment where every student feels respected, valued, and supported. We recognize the importance of fostering a community built on pastoral care, communication, and restorative justice principles, ensuring student well-being through the **BeYou framework**. Bullying, including cyberbullying, will not be tolerated in any form. This policy outlines our approach to preventing, addressing, and managing incidents of bullying, including proactive initiatives like **Bullying No Way Day** and **Do It for Dolly**.

Policy Statement

At St John's, all students have the right to feel safe and supported in their school environment. Bullying is unacceptable and we are committed to addressing and preventing all forms of bullying, including physical, verbal, social, and cyberbullying. Our approach is grounded in pastoral care, restorative justice, proactive communication with parents, and a focus on cyber safety.

Definitions

- **Bullying:** Repeated, intentional harm or intimidation towards another individual, which can take physical, verbal, social, or cyber forms.
- **Cyberbullying:** Bullying carried out through digital platforms, including social media, text messages, or other online interactions.

Objectives

- Provide a **pastoral care**-focused, safe learning environment where every student feels valued.
- Address bullying behavior using **restorative justice** principles to heal relationships and promote accountability.
- Maintain clear, open **communication with parents** to ensure their involvement in prevention and resolution.
- Embed **well-being** education through the **BeYou framework**, fostering resilience, empathy, and emotional literacy.
- Educate students and parents about **cyber safety**, ensuring a shared understanding of the risks of online bullying.
- Record all incidents of bullying in **Chronicle** for accurate documentation, follow-up, and tracking.

- Implement diocesan policies in cases of repeated or serious incidents, with possible consequences such as suspension.

Key Components of the Policy

1. Pastoral Care Approach

Pastoral care is central to our anti-bullying policy. We provide tailored support to both victims and perpetrators to restore their well-being and address the underlying causes of bullying.

- **Support for Students:** The school offers pastoral care to help all students involved in bullying incidents to recover emotionally and understand their role in resolving conflicts.
- **Restorative Practices:** Restorative conversations and actions focus on repairing relationships and fostering reconciliation.

2. Restorative Justice Principles

Bullying incidents are addressed through restorative justice practices that prioritize understanding, reconciliation, and rebuilding trust.

- **Restorative Conversations:** Both the victim and the perpetrator are engaged in structured restorative discussions to address the harm done and rebuild positive relationships.
- **Repair and Accountability:** Students responsible for bullying are encouraged to take responsibility and actively contribute to repairing the harm caused.

3. Communication with Parents

Parents play a critical role in preventing and addressing bullying. At St John's, we ensure transparent and ongoing communication with families.

- **Proactive Engagement:** Parents are notified of any bullying incidents involving their children and are included in the resolution process.
- **Educational Resources:** Workshops and resources on bullying prevention and cyber safety will be provided to parents, ensuring a partnership in fostering a safe school environment.

4. Cyber Safety and Bullying Prevention

The increasing prevalence of technology requires a strong focus on **cyber safety** to prevent and address **cyberbullying**.

- **Digital Citizenship Education:** All students receive education on responsible use of technology, focusing on online etiquette and the risks associated with digital interactions.

- **Cyberbullying Awareness:** Dedicated programs will address the dangers of cyberbullying, teaching students how to stay safe online and how to report any harmful behavior they encounter.
- **Parent Engagement on Cyber Safety:** Parents will be informed and involved in conversations about cyberbullying, with tips on how to monitor their child's online activity and foster open communication.

5. Well-Being and BeYou Framework

The well-being of our students is central to their learning experience. The **BeYou framework** provides a holistic approach to building emotional and social well-being.

- **Proactive Well-Being Education:** Programs on social-emotional learning will be embedded in the curriculum to build resilience, empathy, and emotional regulation.
- **Early Identification and Intervention:** Teachers and staff will be trained to recognize signs of bullying and emotional distress and intervene early.

6. Incident Recording and Monitoring (Chronicle System)

All bullying incidents, including cyberbullying, will be logged in the **Chronicle system** to ensure proper documentation and ongoing follow-up.

- **Accurate Record Keeping:** Recording incidents in Chronicle allows staff to track patterns and provide appropriate interventions.
- **Ongoing Monitoring:** After an incident, the situation will be monitored to ensure the bullying does not continue and that all students feel supported.

7. Diocesan Policies and Consequences

In cases of persistent or serious bullying, the school will follow the **Catholic Education Diocese of Bathurst's Discipline Policy**.

- **Escalation for Ongoing Incidents:** If bullying behavior continues despite intervention, consequences may include suspension or other measures, in line with diocesan policy.
- **Final Measures:** In severe cases, further disciplinary action may be taken, such as suspension, as detailed in the diocesan policy.

Proactive Initiatives

1. Bullying No Way Day

Each year, St John's participates in **Bullying No Way Day**, a national initiative aimed at raising awareness and preventing bullying.

- **School-Wide Activities:** On this day, the whole school engages in activities and discussions to promote kindness, respect, and inclusion.
- **Student Leadership:** Older students will take leadership roles, promoting anti-bullying messages and acting as role models for their peers.

2. Do It for Dolly Day

St John's also supports the **Do It for Dolly** initiative, focusing on cyber safety and building a culture of kindness both online and in person.

- **Educational Programs:** Students will participate in workshops and discussions aimed at preventing cyberbullying and promoting digital responsibility.
- **Community Involvement:** Families will be invited to join the school in raising awareness about cyberbullying and promoting safer online environments.

Procedures for Addressing Bullying

1. **Reporting:** Students, staff, or parents report incidents of bullying to a teacher, pastoral care coordinator, or the principal.
2. **Investigation:** The school will investigate the incident, gathering information from all parties involved.
3. **Restorative Action:** Restorative conversations and actions will be initiated to address the incident.
4. **Parental Involvement:** Parents of all students involved will be informed and included in the resolution process.
5. **Recording in Chronicle:** The incident will be logged in Chronicle, ensuring proper documentation for follow-up and future reference.
6. **Follow-Up:** After the incident is resolved, the situation will be monitored to ensure no further bullying occurs.
7. **Escalation:** If bullying persists, the case will be escalated according to diocesan policies, with potential consequences including suspension.

Prevention Strategies

- **Anti-Bullying Education:** Regular anti-bullying programs will be embedded in the school's curriculum.
- **Whole-School Involvement:** Initiatives like **Bullying No Way Day** and **Do It for Dolly Day** promote positive school culture and student involvement in anti-bullying efforts.
- **Parent Workshops:** Parents will be provided with workshops on bullying prevention, cyber safety, and fostering positive relationships.

Review of the Policy

This Anti-Bullying Policy will be reviewed annually to ensure it remains effective and aligned with diocesan policies and contemporary educational practices.

Draft policy: October 2024

Draft Implementation: November 2024

Appendix resources:

Resource	Link
BeYou resources on Bullying.	Bullying - Be You
Dolly's Dream	Dolly's Dream
Bullying No Way!	Bullying No Way
E Safe Commission	eSafety Commissioner
Education NSW Resources	Anti-bullying