Rationale
The aim of this anti-bullying policy is to ensure that all students, staff, parents and the wider community at St Stephen’s School learn in a supportive, caring and safe environment without fear of being bullied.

This policy communicates our values and beliefs about the dignity, worth, rights and responsibilities of individuals within the school community. This policy is relevant in times when the children are under the care and responsibility of the school.

Bullying is defined as 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.

Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- physical e.g. hitting, punching, kicking, scratching, tripping, spitting
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions and malicious SMS and email messages.

Values
The St Stephen’s Anti-Bullying Policy gives expression to the following values: justice, respect, compassion, personal dignity, patience, co-operation, truth, empathy, acceptance, reconciliation and forgiveness.

Policy Statement
All members of the St Stephen’s School community share a unified responsibility for the establishment and maintenance of a positive school
environment where the rights of all individuals are upheld and respected, responsibilities are accepted and fulfilled and in which students and staff can experience quality teaching and learning opportunities.

Consequences

- *St Stephen’s will be an inclusive environment where diversity is affirmed and individual differences are respected.*
- *That compliance with this policy is mandatory for each person at St Stephen’s Primary School.*
- *All members of the school community will act in partnership to ensure the implementation of this policy.*
- *A consistent link between pastoral care, behaviour management and the curriculum will be maintained.*
- *That every endeavour will be made to promote and sustain a ‘bullying and harassment’ free environment at St Stephen’s Primary School.*
- *A consistent approach to anti-bullying will reinforce the habits of Persistence, Confidence, Organisation and Getting Along, from the You Can Do It program. Within the curriculum opportunities will be provided for all our children to engage in anti-bullying education.*
- *That regular professional development will be provided to staff so that a clear understanding of these requirements is understood.*
- *That support for the principles of privacy and the need for confidentiality will be maintained.*
- *Appropriate records will be maintained.*
- *Professional support and advice may be accessed for difficult situations.*
- *That the system for implementation of the policy will periodically be reviewed and updated as required.*
- *The Director of Toowoomba Catholic Education Office may be referred to for guidance and direction in cases where this policy is not being accepted and all other avenues for improvement have failed.*

Date of Issue: 2012                      Date of Review: 2015

Mrs Belinda Saal                       Ms Madonna Sleba
St Stephen’s Catholic School           St Stephen’s Catholic School
Board Chair                           Principal

Policy approved:                       Review date: Term 2, 2015