

BULLYING PROCEDURES



OUR LADY OF GRACE SCHOOL

Do to others as you would have them do to you **Matthew 7:12**

What is bullying?

Bullying is an ongoing and deliberate misuse of power by an individual or group through repeated verbal, physical, and/or social behaviour that intends to cause physical, social and/or psychological harm.

Types of bullying



Verbal or Written

Using words to hurt a person.
Teasing, swearing, threatening, rumours, gossip, written notes and name calling.



Exclusion

Being deliberately left out of a group or game.
Being ignored, purposely running away or hiding and placing unreasonable expectations



Gesture

Using body signs to hurt someone's feelings.
Pulling faces, hand or finger gestures, rolling eyes and sighs.



Cyber

Using electronic devices and social media.
Spreading rumors, excluding others, sending unwanted or threatening messages, sexting or defamatory material (via email, group chats or SMS).



Physical

Using physical contact to intimidate or hurt a person.
Fighting, kicking, punching, pinching, hitting, slapping, biting, pushing and invading personal space.



Threatening

Being threatened or forced to do something you don't want to.
Stealing others property, having items taken away, and being controlled to comply or complete unreasonable tasks.



Racial

Racially vilifying a person or groups.
Physically, socially or psychologically, based on one's race, religion or sexuality. We celebrate diversity and being unique.



What can you do about bullying?

Student

When the bullying occurs:

1. Use statements like 'Stop it I don't like it, listen to my words' 'You need to stop!'
2. Use an assertive voice and be confident
3. Make sure others can hear you (where possible)
4. Display resilience
5. Tell someone you trust (teacher, parent, ESO, friend)
6. All parties are informed of the outcome by Leadership

Parent

1. Listen to your child's version of events and identify if this is classified as 'bullying' behaviour
2. Make contact with your child's class teacher to inform and seek further clarification
3. If issue is not resolved, make contact with teacher again to organise a meeting with Leadership
4. All parties are informed of the outcome by Leadership

Teacher

1. Follow up incident with all parties using restorative justice model (mediation process or circle time)
2. If issue is not resolved, hold a conversation directly with parties involved
3. Issue is referred to Leadership and at their discretion parents are contacted
4. All parties are informed of the outcome by Leadership

If you witness bullying ...

Don't be silent! Use statements that empower and affirm the victim (e.g. you've heard what they said) and tell someone you trust

What happens next?

Tell the trusted adult who is involved, where it occurred, what happened and if it is ongoing.