



## LIWARA CATHOLIC OUTSIDE SCHOOL HOURS CARE ADDRESSING BULLYING BEHAVIOUR

### **POLICY STATEMENT**

Liwara Catholic Outside School Hours Care service believes that children and staff have the right to feel safe at all times (Theme 1, Protective Behaviours Program) and that we have a responsibility to provide an environment that promotes the dignity and rights of every person and eliminates all bullying, harassment and violence of any kind.

### **RATIONALE**

As our OSHC is an integral part of a Catholic school we are obligated to provide an environment that promotes the dignity and respect of every person. Within this all staff has a responsibility to immediately respond to any incidents of bullying.

### **Definitions**

Bullying occurs "when an individual or group misuses power to target another individual or group to intentionally threaten or harm them on more than one occasion". (Department of Education, Western Australia, preventing and managing bullying template for schools, February 2008 accessed June 2012).

Harassment is "any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended and can be seen as one form of bullying" (Catholic Education Commission of Western Australia: Policy Statement

2-C12, *Dealing with Bullying and Harassment*, reviewed 2010)

### **Preventative Strategies**

All educators including volunteers and students working in our service have an active role in preventing any form of bullying. The following preventative strategies will be implemented;

- Educators will role model respectful behaviours in all interactions between adults and children.
- Educators will ensure good active supervision at all times.
- Where appropriate OSHC rules will be established in consultation with children.
- Educators will intervene immediately should they witness any instances of bullying.
- Educators will talk to and remind children of appropriate ways to deal with conflict and highlight ways to protect themselves.

### **PROCEDURES**

#### **Managing Bullying Behaviour**

Whenever an incidence of bullying is reported to, or observed by, an educator they will:

- Intervene immediately to stop the bullying behaviour.
- Talk to the children separately. If more than one child is involved, each child will be spoken to separately. A bystander of bullying will be considered to be involved in the act of bullying.
- Consult with other educators to get a better understanding of the nature of the issue.
- Attempt to resolve minor incidents through re-direction and positive guidance of the child demonstrating bullying behaviour and by reassuring the other child with the hope of achieving reconciliation between the two.
- Inform the child demonstrating bullying behaviour why their behaviour was unacceptable and the behaviour that is expected of them.

- Monitor the situation to prevent a re-occurrence of the behaviour.
- Where bullying behaviour is not able to be curtailed swiftly the nominated supervisor will involve parents to assist in resolving the matter.

### **Types of Bullying**

Bullying takes many forms and can include: verbal, psychological, relational, physical, cyber and bystander bullying.

- Verbal Bullying: The repeated use of words to hurt or humiliate another individual or group. Verbal bullying includes using put-downs, insulting language, name-calling, swearing, nasty notes and homophobic, racist or sexist comments.
- Psychological Bullying: Includes repeated stalking, threats or implied threats, unwanted email or text messaging, abusive websites, threatening gestures, manipulation, emotional blackmail, and threats to an individual's reputation and sense of safety.
- Relational Bullying: Usually involves repeatedly ostracising others by leaving them out or convincing others to exclude or reject another individual or group from their social connections, making up or spreading rumours and sharing or threatening to share another's personal information.
- Physical Bullying: Includes repetitive low level hitting, kicking, pinching, pushing, tripping, "ganging up", unwanted physical or sexual touching, and damage to personal property.
- Cyber Bullying: Involves the use of information and communication technologies such as e-mail, text messages, instant messaging and websites to engage in the bullying of other individuals or groups. This technology provides an alternative means for verbal, relational and psychological forms of bullying.
- Bystanders to Bullying:  
*Bullying also involves the concept of "bystanders". A bystander may be someone who sees bullying or knows about it but he or she is not usually directly involved.*

## **REFERENCES**

### **References:**

Australian Children's Education and Care Quality Authority (2012), *Education and Care Services National Regulations (WA) 2012*. ACECQA, NSW.

Australian Children's Education and Care Quality Authority (2011), *The Guide to the National Quality Standard*, ACECQA, NSW.

Australian Children's Education and Care Quality Authority (2011), *The Guide to the Education and Care Services Law and the Education and Care Services National Regulations*, ACECQA. NSW.

*Bullying Now* retrieved from [www.stopbullyingnow.hrsa.gov/kids](http://www.stopbullyingnow.hrsa.gov/kids) on the 13th of December 2013.

Catholic Education Commission of Western Australia: Policy Statement 2-C12, *Dealing with Bullying and Harassment*, retrieved from <http://internet.ceo.wa.edu.au/AboutUs/Governance/Policies/> on the 2<sup>nd</sup> of December 2013.

<b>Review History</b>		
Previous Review	Year of Review	Next Review
	February, 2017	February, 2019