



## 1. Purpose

1.1 The purpose of this policy is to describe Brisbane Catholic Education's (BCE) approach to positive, proactive practices in support of student behaviour and wellbeing and to the prevention, intervention, and response to student bullying and harassment.

1.2 Catholic schools in the Archdiocese of Brisbane provide all students with opportunities to develop positive behaviours in a safe, supportive environment where mutually respectful relationships and respecting the rights and dignity of all are defining features of a faith-filled, Christ-centred community. The prevention, intervention, and response to bullying and harassment are incorporated within this policy and supporting procedure.

## 2. Policy Statement

2.1 Schools will provide clear expectations in relation to bullying and harassment as part of their school Student Behaviour Support (SBS) Plan. Schools will ensure that employees, students, parents, and legal guardians are familiar with the school's SBS Plan, which must be published on the school's website.

2.2 Schools, with the support of parents/legal guardians, the wider school community, and students, will take proactive and preventative action to prevent bullying and harassment happening in the first instance. Each school's SBS Plan must address all forms of bullying and harassment in line with this policy and supporting procedure.

2.3 Schools, in line with the school SBS Plan and BCE's Student Protection and Safeguarding, expectations will develop planned preventative approaches, clear processes, and age and context appropriate responses and interventions to bullying and harassment behaviours, that are documented and visible through practice.

2.4 Pursuant to this policy, BCE schools:

2.4.1 commit to positive, proactive practices and multi-tiered system of supports (MTSS) for student behaviour, engagement, learning and wellbeing

2.4.2 ensure SBS planning promotes preventative approaches to bullying and responsive approaches to restoring relationships

2.4.3 foster respectful interpersonal relationships among and between all community members based on respect for the rights and dignity of all

2.4.4 promote positive behaviour support as an integral part of all learning, engagement, and teaching experiences

2.4.5 ensure employees undertake relevant professional learning to support the establishment of positive staff-student relationships and a culture of safety and belonging

2.4.6 follow the Preventing and Responding to Student Bullying and Harassment Procedure, report and record confirmed bullying and/or harassment incidents in all

environments, including online, in the Engage Student Support System Behavioural Records Register as a bullying incident and/or record

2.4.7 track and analyse behaviour incident data and allegations of bullying and harassment to detect patterns of behaviour that may constitute bullying and/or harassment

2.4.8 ensure school responses to bullying and/or harassment are consistent with the relevant BCE policies and procedures and the school's SBS Plan, including the appropriate use of restorative practices and sanctions

2.4.9 communicate to students and parents/legal guardians (e.g., through SBS Plan, newsletter items, assemblies etc) the process the school follows in response to reports of bullying and harassment, and the multi-tiered system of supports that are provided for students to ensure they can learn in a safe, inclusive and welcoming environment

2.4.10 manage complaints about school processes for responding to bullying and harassment under the Student, Parent, Guardian Complaints Management policy and procedure.

### **3. Associated Documents**

3.1 Catholic Education Archdiocese of Brisbane Code of Conduct

3.2 Child and Youth Risk Management Strategy

3.3 Preventing and Responding to Student Bullying and Harassment procedure

3.4 Student Behaviour Support policy

3.5 Student Behaviour Support procedure

3.6 Student Diversity and Inclusion policy

3.7 Student, Parent, Guardian Complaints Management policy and procedure

3.8 Student Protection policy

3.9 Student Protection Processes

3.10 Student Wellbeing policy

3.11 Archdiocese of Brisbane Safeguarding Policy.

### **Document Control**

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