

## ANTI-BULLYING POLICY

St. Nicholas Catholic School will not tolerate bullying behaviour. Guided by Gospel values and our Code of Conduct, bullying behaviour will be dealt with in a serious and timely manner.

The St. Nicholas School community believes that all students have the right to a safe, caring and respectful school environment. Students and staff have the responsibility, by their actions, to ensure that everyone is in a safe, caring and respectful school environment.

**DEFINITION OF BULLYING:** A student is bullied when he or she is *repeatedly* exposed to negative actions on the part of one or more students causing emotional, psychological, and/or physical harm. These negative actions are intentionally hurtful. Bullying can be verbal, physical, relational, or reactive. Bullying involves an imbalance of power, is demeaning, creates fear, and is not gender specific.

### **Normal Conflict**

- Equal power
- Happens occasionally
- Accidental/Incidental
- Equal emotional reaction
- Not seeking power
- Remorse
- Effort to problem solve

### **Bullying**

- Imbalances of power
- Repeated negative actions
- Purposeful
- One feels victimized
- Seeking power
- No Remorse
- No effort to problem solve

**PREVENTION:** Prevention of bullying is important. Strategies are on-going and include the use of our own Code of Conduct in conjunction with social skills programs, classroom/school rules and open communication.

**BULLYING IDENTIFICATION:** The school administrators and the staff will determine whether an incident is normal conflict or bullying.

### **IF BULLYING HAS OCCURRED:**

#### **First Report:**

- Students involved (bully, victim, bystanders) shall be spoken to and dealt with using age appropriate interventions
- A Bullying Incident Report may be completed
- Parents may be contacted depending on the incident
- Students involved will be monitored

#### **Further Reports**

- If the bullying continues, school administrators shall complete a Bullying Incident Report
- Parents/guardians will be contacted and invited to discuss their child's involvement in the incident
- Written records will be held in a confidential file by the in school administrators and reviewed annually.
- Consequences for bullying behaviour will be determined by the school administrators and will be in line with the School Division Code of Conduct

This policy shall be reviewed by the staff at the beginning of each school year and will also be reviewed by parents/guardians and placed in the school newsletter and/or student handbook.