

Bullying Prevention and Intervention Plan

St Paul's Catholic Primary School

Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you, (Ephesians 4:32).

Catholic Education Northern Territory (CENT) is committed to providing a safe and effective learning and work environment for all members. Our vision is to support schools in developing a community where, inspired by the Gospel of Jesus Christ, we can commit to educational excellence, equity and fullness of life for all.

Bullying is defined by the Australian Human Rights Commissions as:

Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.

Bullying is not the same as conflict between people (like having a fight) or disliking someone, even though people might bully each other because of conflict or dislike.

The sort of repeated behaviour that can be considered bullying includes:

- Keeping someone out of a group (online or offline)
- Acting in an unpleasant way near or towards someone
- Giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing.
- Spreading rumours or lies, or misrepresenting someone (i.e. using their Facebook account to post messages as if it were them)
- Mucking about that goes too far
- Harassing someone based on their race, sex, religion, gender or a disability
- Intentionally and repeatedly hurting someone physically
- Intentionally stalking someone
- Taking advantage of any power over someone else like a Prefect or a Student Representative.

Bullying can happen anywhere. It can be in schools, at home, at work, in online social spaces, via text messaging, social media or via email. It can be physical, verbal, emotional, and it also includes messages, public statements and behaviour online intended to cause distress or harm (also known as [cyberbullying](#)). But no matter what form bullying takes, the results can be the same: severe distress and pain for the person being bullied.

Types of bullying

- Face-to-face bullying (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or direct verbal actions such as name-calling and insulting.
- Covert bullying (sometimes referred to as indirect bullying) is less direct, but just as painful. It means bullying which isn't easily seen by others and is conducted out of sight, such as excluding people from groups or spreading lies or rumours. Because it is less obvious, it is often unacknowledged by adults.
- Cyberbullying occurs through the use of information or communication technologies such as Instant Messaging or chat, text messages, email and social networking sites or forums. It has many similarities with offline bullying, but it can also be anonymous, it can reach a wide audience, and sent or uploaded material can be difficult to remove. Most people who cyberbully also bully off-line.

<p>School leaders & staff have a responsibility to:</p> <ul style="list-style-type: none"> • Respect and support students • Model and promote appropriate behaviour • Have knowledge of CENT and the school's procedures relating to bullying behaviour • Respond in a timely manner to incidents of bullying • Record all concerns and incidents of bullying behaviour in accordance with their school record keeping system • Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community 	<p>Students have a responsibility to:</p> <ul style="list-style-type: none"> • Respect individual difference and diversity • Treat all members of the school community with dignity and ensure their actions do no harm to others • Be safe and responsible digital citizens • Act as responsible bystanders • Report incidents of bullying to an appropriate adult 	<p>Parents and caregivers have a responsibility to:</p> <ul style="list-style-type: none"> • Support their children to become responsible citizens • Support their children to develop digital literacy and safety • Support their children in developing positive responses to incidents of bullying • Report incidents of school related bullying behaviour to the school • Work collaboratively with the school to resolve incidents of bullying when they occur 	<p>All members of the community have a responsibility to:</p> <ul style="list-style-type: none"> • Support the school in developing a community where, inspired by the Gospel of Jesus Christ, we can commit to educational excellence, equity and fullness of life for all. • Model and promote positive relationships that respect and accept individual differences and diversity within the school community • Support the school's Bullying Prevention and Intervention Plan through actions and words • Work collaboratively with the school to resolve incidents of bullying when they occur
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Our School Bullying Prevention and Intervention Plan

This plan outlines the processes for preventing and responding to student bullying at St Paul's and reflects the CENT *Pastoral Care, Wellbeing and Behaviour Policy* and the CENT Anti-Bullying Procedures.

This plan will be shared with the school community.

Statement of purpose

At St. Paul's Catholic Primary School, we walk together in faith towards a future filled with hope and love. Inspired by the teachings of St Paul, we recognise that true Christian living is grounded in faith, hope, and love (1 Corinthians 13:13). Faith calls us to trust in God's presence in our relationships, hope strengthens our commitment to building a safe and inclusive community, and love guides us to treat one another with kindness and respect. We are committed to ensuring that every student and staff member has the right to feel safe and valued at school. This will be achieved through a shared responsibility within our school community to foster respectful, supportive relationships and uphold the dignity of every person.

Prevention

At St. Paul's Catholic Primary School, we are dedicated to creating a safe, inclusive, and supportive environment for all students. Our bullying prevention strategies are embedded into daily school life and woven throughout the curriculum. Through structured programs, embedded anti-bullying messages, and intentional practices, we build empathy, social skills, and positive relationships at every year level.

Strategies to prevent bullying at St Paul's Catholic Primary School:

- 'You Can Sit With Me' Program
- Explicit teaching of the No Bullying CENT definition & poster. Poster displayed in all classrooms and around the school
- Bullying No Way Day
- Routines for Learning: school-wide routines for learning - explicitly taught throughout the year in every class
- TTFM survey for students to provide feedback on bullying at school each year
- Explicit teaching of E Safety through Digital Technologies Specialist Lessons
- Catholic Care school based counsellor
- Journey in Faith curriculum - teaching of morals & values
- Keeping Children Safe Child Protection Curriculum
- Behaviour dashboard communication

Early Intervention

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At St. Paul's Catholic Primary School, we prioritise early intervention strategies to support students who may be at risk of developing social relationship difficulties or who have experienced or engaged in bullying behaviour. Through proactive, supportive measures, we seek to address and resolve issues before they escalate, helping students to build healthier and more respectful relationships.

- Restorative Practices Model
- Behaviour QR Code System
- 'You can sit with me' program
- My Mind Check: mental health and wellbeing check-ins with students in Week 5 each term
- Leadership conversations with students with referral to the No Bullying CENT definition & poster
- Targeted Social and Emotional Learning (SEL) through Zones of Regulation and social skills groups
- Catholic Care counselling services

Response

Strategies to respond to bullying:

- Ensure immediate safety and wellbeing of all parties - Risk management plans put in place as needed
- Increase adult vigilance
- Ensure all voices are heard
- Inform parents and guardians of all involved
- Remain neutral and non-judgmental
- Share and display the No Bullying CENT definition & poster
- Anti-bullying & Cyber Bullying messages & information in newsletters for parents
- Bullying No Way - resources and classroom activities conducted across the school during this week

Reporting incidents of bullying:

Follow Response to Bullying flowchart:

1. Report

Bullying can be reported by students or caregivers at any time to a member of staff verbally or in writing. The report will be acknowledged within 1 school day.

2. Record

Staff member records the incident on QR code and informs a member of the Leadership Team.

3. Investigate

A member of the Leadership Team will investigate the incident within 1-2 school days.

4. Action

Leadership Team discusses and implements appropriate actions, that may include restorative conversations, mediation, discipline and support.

5. Communication

Open communication is maintained with parents/caregivers throughout the process. All communication is recorded on Toddle.

- Risk Management plans created and shared with all relevant stakeholders
- Risk Management plan followed and reviewed regularly.

Publicising Anti-bullying procedures:

- Bullying Procedure flowchart distributed to school community via Toddle
- No Bullying posters displayed throughout school

Strategies and programs to support stakeholders affected by, engaged in or witnessed bullying behaviour:

- Catholic Care counselling service
- Individual behaviour support plans & Individual risk management plans
- Education Adjustment Plans
- Regular conversations and check-ins with teachers and leadership
- Partnerships with families - regular meetings & check-ins

Providing parents with updates on reports of bullying behaviour:

Teachers communicate regularly with families to provide updates

Follow up meetings with relevant stakeholders each week/fortnight for a specified time frame

Reporting incidents involving assaults, threats, intimidation or harassment to the police:

Teachers meet with Leadership to discuss concerns regarding mandatory reporting.

Leadership support staff to provide support to teachers to make reports.

Follow CENT Mandatory Reporting guidelines:

Reporting relevant incidents to Territory Families:

Follow DoE Mandatory Reporting guidelines

Appeal procedures and Complaints:

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St Paul's is committed to addressing concerns and complaints in a transparent and fair manner.

Appeal Procedures: If a parent or student disagrees with a decision made regarding bullying, they can follow the CENT appeal procedures:

Step 1: Address the concern with the relevant staff member (e.g., teacher or counsellor).

Step 2: If unresolved, the issue should be escalated to a school leader, such as the Principal or Deputy Principal.

Step 3: If the issue is still not resolved, the concern can be referred to CENT (Catholic Education Northern Territory) for further investigation and resolution.

Complaints Policy: The school's Complaints Policy ensures that all concerns are handled promptly and respectfully. Complaints will be investigated thoroughly, and the complainant will be kept informed throughout the process. If needed, an external mediator or facilitator may be involved.

Identifying patterns of bullying behaviour:

My Mind Check Survey termly

TTFM survey annually

Leadership analyse behaviour data and make relevant action plans/school-wide changes

Promoting and publicising Anti-bullying Plan:

- Toddle
- Newsletter
- Enrolment Pack

Monitoring, evaluating and reporting the effectiveness of the Anti-bullying Plan

My Mind Check Survey termly

Behaviour QR Code Data

TTFM survey annually

Staff feedback

Board feedback

Reviewing the St Paul's Anti-bullying Plan:

Discussion & feedback on this Anti-Bullying plan each year with staff during staff meetings

Published on website & school newsletters each year

Resources and support:

Kids Helpline 1800 55 1800

<https://kidshelpline.com.au/get-help/phone-counselling>

Bullying No Way

<https://bullyingnoway.gov.au/>

eSafety Commission

<https://www.esafety.gov.au/>

Catholic Care

Email: darwin@catholiccarent.org.au

Tel: (08) 8944 2000

Fax: (08) 8944 2099

Postal address: PO Box 132, Berrimah NT 0828

Email: alicesprings@catholiccarent.org.au

Tel: (08) 8958 2400

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Fax: (08) 8932 6590

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