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DOMINO SERVITE SCHOOL

ANTI-BULLYING POLICY

PURPOSE

It is the responsibility of all employees and volunteers to work together to address bullying. This policy will enable employees and volunteers recognise and challenge bullying behaviour and increase proactive responses from bystanders.

POLICY

Domino Servite is a school that encourages all learners to respect and accept individual differences. It promotes fairness for all. Domino Servite has zero tolerance for bullying. Bullying involves all forms of harassment based on sex, race, religion, disability or sexual orientation. It can be expressed in different forms including:

1. Verbal bullying: This may include name calling, teasing, abuse, putdowns, sarcasm, insults, threats, harassment, insults against a learner and/or his/her family, etc.
2. Physical bullying: This may include spitting, hitting, punching, kicking, scratching, tripping, pushing, biting, pulling hair, throwing objects at another person, invading personal space to intimidate, etc.
3. Social/Psychological: This may include ostracising (group consents to deliberately exclude or ignore), alienating (one or more people excluded), making inappropriate gestures to humiliate, mocking others, spreading stories and rumours, hiding, damaging or stealing possessions, malicious SMS or email messages, inappropriate use of camera and or cell phones, note passing with inappropriate comments or stand-over tactics e.g. demanding money, etc.
4. Cyber Bullying: This may include, but is not limited to, someone repeatedly and intentionally harassing, mistreating, or making fun of another person online or while using cell phones or other electronic devices. The most common cyberbullying tactics include:
 - 4.1 Posting comments or rumours about someone online that are mean, hurtful, or embarrassing.
 - 4.2 Threatening to hurt someone or telling them to kill themselves.
 - 4.3 Posting a mean or hurtful picture or video.
 - 4.4 Pretending to be someone else online in order to solicit or post personal or false information about someone else.
 - 4.5 Posting mean or hateful names, comments, or content about any race, religion, ethnicity, or other personal characteristics online.
 - 4.6 Creating a mean or hurtful webpage about someone.
 - 4.7 Doxing, an abbreviated form of the word documents, is a form of online harassment used to exact revenge and to threaten and destroy the privacy of individuals by making their personal information public, including addresses, social security, credit card and phone numbers, links to social media accounts, and other private data.

A STATEMENT OF PURPOSE

Domino Servite seeks to promote a safe environment where quality education and sport will help learners to become self-directed. This outcome cannot be achieved when bullying occurs.

Learners, coaches, parents, and anyone who is affiliated with or who is a guest at Domino Servite has a shared responsibility to create a safe and happy environment, free from all forms of bullying. They have a responsibility to

- promote positive relationships that respect and accept individual differences and diversity within the whole school community.
- support and promote the development of the Anti-bullying Plan.
- actively work together to resolve incidents of bullying behaviour when they occur.

Any person affiliated with Domino Servite can expect to:

- be treated with dignity and respect.
- know that their concerns will be taken seriously and handled in a sensitive manner.
- be provided with appropriate support (for both the victim and the bully, including counselling, arranged by DSO if necessary)
- understand that severe cases of bullying can result in suspension or even expulsion from the school.

Any person affiliated with Domino Servite has the responsibility to:

- treat other learners, educators, administrators and coaches with dignity and respect.
- behave appropriately and respect individual differences.
- refuse to bully and to challenge inappropriate behaviour.
- refuse to watch, laugh or join in when someone is being bullied.
- report any bullying incident directed at self or others to the DSO.
- help break down the code of secrecy.

Staff and volunteers have a responsibility to:

- model appropriate behaviour in word and action.
- identify signs of bullying and prevent repeat offences.
- respond quickly and sensitively to bullying reports and report all bullying incidents to the DSO.
- assign consequences for bullying in consultation with the DSO and LLM and in accordance with the Code of Conduct.

Parents and caregivers have a responsibility to:

- explore their children's concerns.
- be aware of the signs and symptoms of bullying for example, sport or training avoidance, persistent headaches, stomach aches, damaged clothes, bruises, sleep disturbance, etc.
- contact the school promptly if bullying behaviour is suspected.
- be willing to attend interviews at the school, when appropriate.

The school has a responsibility to:

- take seriously parent concerns about bullying.
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers.
- provide parents, caregivers and students with strategies that promote appropriate behaviour, and information on the consequences of bullying.
- communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children.
- follow up appropriate action and document complaints of bullying, harassment, and intimidation.
- ensure ongoing strategies to prevent bullying behaviour.
- ensure that all staff are aware of Domino Servite's anti-bullying stance.