



Holy Spirit  
Catholic School  
CRANBROOK

*strength in the spirit*

Issued:	August 2024	DEC Policy reference:	'Addressing Bullying in Schools Policy'
Review Date:	August 2026	Approved by:	School Board

## Addressing Student Bullying at Holy Spirit Catholic School

### STATEMENT OF POLICY

We promote a safe school environment where students, parents and staff will be free from bullying.

At Holy Spirit Catholic School, we are a UR STRONG School. UR STRONG is a whole school skill-based strategy that teaches friendship skills, interpersonal skills, and conflict resolution. In line with UR STRONG, at Holy Spirit Catholic School we do not use the word "bullying" as it is a term that is misused and results in students, teachers and parents labelling a child a "bully". We refer to the behaviour not the child. The UR STRONG methodology outlines that conflict is defined into two categories:

- Normal conflict referred to as a *Friendship Fire*.
- Words and Actions that are *intentionally* unkind or cruel over time are referred to as Mean-on-Purpose behaviours.

Hatchett Street, Cranbrook, Townsville  
Postal Address: PO Box 26, Aitkenvale, Qld. 4814

(07) 4779 4255 | [crnbrk@tsv.catholic.edu.au](mailto:crnbrk@tsv.catholic.edu.au)  
[hsstsv.catholic.edu.au](http://hsstsv.catholic.edu.au)

Holy Spirit Catholic School is committed to the following:

- Educating all members of the school community through learning programs (UR STRONG and Our SPIRIT Way) that assist students, parents, and staff to develop common understanding of Mean-on-Purpose behaviours and to develop strategies to prevent and respond to such behaviour.
- Encouraging the development of students' empathetic responses to other people.
- Developing students' skills in assertiveness and conflict resolution.
- Creating an atmosphere where all members of the school community will feel free to come forward to report incidents of Mean-on-Purpose behaviours.
- Being future focused and responsive to emerging trends around Mean-on-Purpose behaviours.
- Communicating the *Addressing Student Bullying at Holy Spirit Catholic School Policy* and associated processes with all members of the school community.

### **RESPONSE TO BULLYING**

All reported incidents of 'Mean on Purpose' are taken seriously and will be investigated. Reported incidents may come from parents, students, staff, and friends of the Holy Spirit Catholic School Community.

Ongoing pastoral care of all parties is an essential feature of the school's response to Mean-on-Purpose behaviours. If needed, counselling will be offered or arranged through the school's Student Support Services following the referral process.

### **PROCESS**

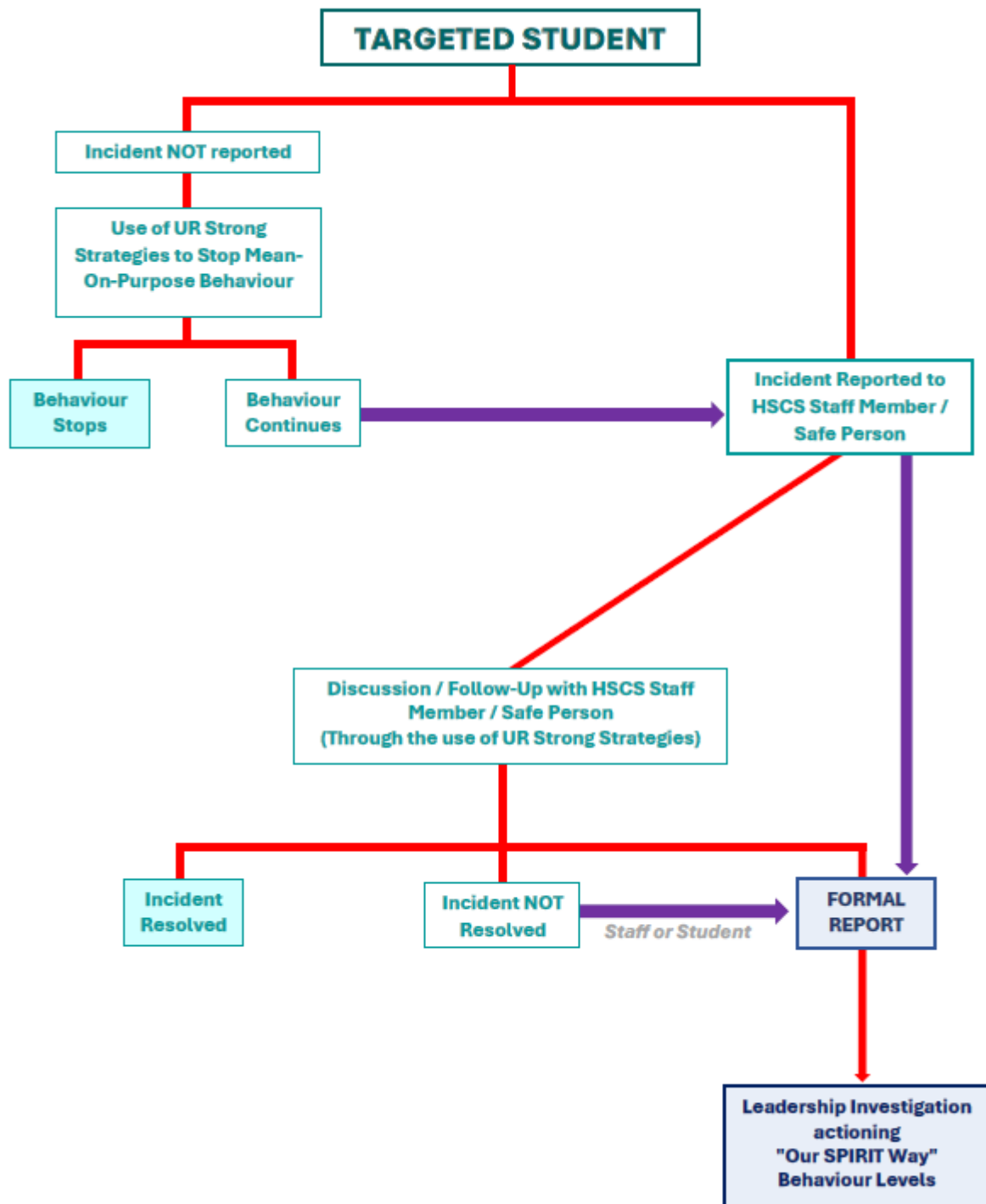
Please refer to Appendix A for the process of actioning Mean on Purpose behaviours at Holy Spirit Catholic School.

### **Additional Consequences for Mean-on-Purpose Behaviour Post Initial Intervention**

When a further Mean-on-Purpose incident is substantiated, the following steps will be enacted depending on the severity of the behaviour:

- An interview with the parents of the student exhibiting Mean-on-Purpose behaviours.
- An Official Caution placed on the student's file via Compass.
- Counsellor / Chaplain involvement and Townsville Catholic Education staff to support the student as per the referral process.
- Behaviour contract / Enrolment warning.
- External Suspension.
- Enrolment review meeting with the School Principal.

Appendix A:



## Appendix B

### Quick Reference:

By legal definition, bullying is repeated behaviour that:

1. Is directed at an individual or a group (or is a pattern of behaviour)
2. Is often intimidating, humiliating, undermining, and
3. Is unwelcome and a reasonable person would consider the behaviour to be offensive, humiliating or intimidating for the individual or group. Whether or not the offender intended to offend is irrelevant.

<b>Examples of Bullying</b>	<b>Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:</b>
<ul style="list-style-type: none"><li>• Verbal: put-downs, name-calling, teasing, gossip, hurtful phone calls, racist remarks, threats.</li><li>• Physical: hitting, kicking, pushing, holding, tripping.</li><li>• Emotional: unreasonable and continued exclusion from a group, taking or damaging property, spreading rumours by verbal, written or electronic means.</li><li>• Cyber: text, emails, chat rooms, blogs.</li></ul>	<ul style="list-style-type: none"><li>• children not getting along well.</li><li>• Single episodes of social rejection or dislike</li><li>• a situation of mutual conflict</li><li>• single episodes of nastiness or random acts of aggression or intimidation.</li></ul>

For additional information on:

- Introduction
- Rationale
- Definitions
- Policy Directive

Please refer to the Diocesan Education Council *Addressing Student Bullying in Schools Policy*.