



- It involves the intentional misuse of power in a relationship.
- It is ongoing and repeated.
- It involves behaviours that can cause harm.

Bullying behaviour can also involve intimidation, victimisation and harassment, including that based on sex, race, religion, disability, or sexual orientation, both online and offline. Bullying of any form, or for any reason, can have long-term effects on those involved including bystanders.

Bullying can be illegal if it involves behaviours that include physical violence, threats of violence, damaging property, or stalking.

Conflicts or fights between equals, or single incidents are not defined as bullying. Bullying behaviour is not:

- students not getting along well
- a situation of mutual conflict such as teasing or disagreement
- single episodes of hurtful words or actions, or random acts of aggression or intimidation.

Appropriate language f

10. undertake systematic evaluation of anti-bullying interventions.
11. have protocols for the induction of casual staff, new staff and new students and families into the school's wellbeing and pastoral care policies and procedures and community Code of Conduct.
12. if a student or parent/carer believes a matter is not being dealt with effectively, they can refer the matter to the school's principal (or delegate) for resolution in accordance with the Complaints Resolution Policy.

Responsibilities

The following information sets out levels of responsibility for all involved in creating the conditions for learning within a safe, respectful and positive environment.

The Catholic Schools Office (CSO) has the responsibility to:

- Support and resource schools to implement the Anti-Bullying Policy and school procedures, guidelines and approaches.
- Provide anti-bullying and cyber safety information for students, staff and parent/carers.
- Provide opportunities for training staff in appropriate anti-bullying responses.
- Provide support to Principals in the

