



Policy Name:	Anti-Bullying Policy
Policy Area:	Community
Policy Number:	2 – D6
Originally Released:	2003
Reviewed:	2009, 2011, 2014
Date for review:	2017

Friendly School – Anti Bullying Policy

Rationale

St Mary's has a responsibility to provide an educational environment that promotes the dignity and respect of each person and, therefore, aims to encourage the development of positive relationships between students to reduce all forms of bullying, harassment, aggression and violence.

Bullying and harassment can adversely affect student learning outcomes as well as their physical, emotional, psychological and spiritual wellbeing. Therefore, St Mary's aims to address bullying primarily through behaviour management principles, in an effort to prevent or redress 'unpleasant incidents' that may form part of or lead into bullying or harassment behaviours.

This policy pertains to school based incidents.

St Mary's School

- affirms the rights of all members of the school community to feel safe and be safe at school
- acknowledges that being safe and supported at school is essential for student and staff wellbeing and effective teaching and learning
- accepts responsibility for developing and sustaining a safe and supportive learning and teaching community that also fulfils the school's child protection responsibilities
- encourages the active participation of all school community members in developing and maintaining a safe school community where diversity is valued
- believes it is everyone's responsibility, staff, students and parents, to take the necessary steps to stop bullying behaviour
- actively supports students to develop understandings and skills to keep themselves and others safe
- commits to developing a safe school community through a whole-school and evidence-based approach
- has a no tolerance approach to bullying, harassment, aggression and violence
- seeks to develop resilience in students

Objectives

Through this policy we aim to:

- Create a school environment where all students, staff and parents feel safe and welcomed
- Develop and promote a high standard of respect for others, good manners and appropriate language.
- Provide a learning environment that is conducive to learning, teaching and carrying out other school-related activities.



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- Create a climate where it is okay to talk about bullying, ask for help and to achieve positive outcomes.
- Develop self-discipline in students.
- Actively counter bullying in the school through the early identification of unpleasant incidents.
- Raise awareness and develop understanding among staff, students and parents about all forms of bullying and incidents that may not constitute bullying
- Develop a collaborative approach to behaviour management that includes support from parents.
- Promote positive mental health
- Provide strategies to resolve conflict and respect differences

Definition

Bullying:

- Is a repeated and unjustifiable behaviour
- Is intended to cause fear, distress and/or harm to another by threatening, intimidating, tormenting, harassing and/or hurting
- May be physical, verbal or indirect /relational
- Is conducted by a more powerful individual or group
- Is against an individual or group who is unable to effectively resist.

Types of Bullying

	Direct	Indirect
Physical	<ul style="list-style-type: none"> • Hitting, Slapping, Punching • Kicking, Tripping • Pushing, Strangling • Spitting, Biting, Stabbing • Pinching, Scratching • Throwing things, e.g. stones 	<ul style="list-style-type: none"> • Getting another person to physically harm someone
Non-Physical Verbal	<ul style="list-style-type: none"> • Mean and hurtful name-calling • Hurtful teasing • Demanding money or possessions • Forcing another to do homework, perform particular actions or commit offences such as stealing • Cyber-Bullying 	<ul style="list-style-type: none"> • Spreading nasty rumours • Trying to get other students to not like someone
Non-Physical Non-Verbal	<ul style="list-style-type: none"> • Threatening and/or obscene gestures • Cyber-Bullying 	<ul style="list-style-type: none"> • Deliberate exclusion from a group or activity • Removing and hiding and/or damaging belongings



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Rights & Responsibilities

At St Mary's it is everyone's responsibility to take necessary steps to stop unpleasant behaviour and/or bullying. The school will not tolerate any action that undermines a person's right to feel safe, to learn and to receive fair treatment.

	Right	Responsibility
1	We all have the right to feel safe and be treated with compassion, dignity and equality.	We accept and support others and consider how we speak and act towards them. We think about others (not just ourselves) in the classroom and in the playground.
2	We have a right to be respected and valued	We consider how we speak and act. We are kind and caring towards others in words and actions. We show courtesy and manners.
3	We have a right to be treated justly and to have our opinions and our property respected	We are thoughtful, respectful, fair and well-mannered and respect the rights and property of others and the school environment
4	We have the right to learn, work and play in a happy and supportive environment	We are encouraging, respectful, helpful and cooperative as we learn, work and play together. We do not adversely affect the learning of another student.

ANTI BULLYING PROCEDURES

All parties are expected to treat each other with respect and dignity and ensure the confidentiality of any issues that may arise.

Responsibilities

THE LEADERSHIP TEAM

The Leadership Team will support, promote, enact, maintain and review the policy and procedures.

Actions to be taken

- Make this policy available on school website
- Promote the policy at interview to any new members to school community
- Issue a copy of this policy to all new staff
- Include a copy of the policy in Parent Handbook
- Include a copy of the policy in Staff Handbook
- Ensure that all students are fully briefed about the policy and its procedures on an annual basis.
- Ensure that the policy is revisited with parents at first term class meetings each year
- Provide for the raising of awareness of children who are of concern (standing Staff Meeting agenda item).
- Provide for the raising of awareness and encouragement of students & parents to report 'unpleasant incidents'

Review

- The Leadership Team is primarily responsible for reviewing current policy and procedures, including minor adjustments as and when the need arises.
- The policy will be formally reviewed bi-annually
- Significant changes to the policy and procedures to be in consultation with the staff and school community



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STAFF

All staff members will

- Be familiar with the school's Anti-Bullying Policy and Procedures.
- Be models of caring and tolerant behaviour.
- Teach strategies for resilience.
- Discuss the non-acceptance of bullying, including the strategies to deal with unpleasant incidents and the role of bystanders, in class at the beginning of each school year and revisit as required at intervals throughout the year
- Listen to reports of unpleasant incidents and investigate these
- Document all incidents and actions and store in student files
- Treat information regarding bullying confidentially

Bullying, resilience, the role of the bystanders, friendship and strategies to resolve conflicts are topics taught in, but not limited to, both Religious Education and Health Education lessons.

STUDENTS

Students who experience an unpleasant incident need to communicate it by

- Talking to a teacher or adult-of-trust and give full details of the event, or
- Talking to their parent/s and give them full details of the event

Bystanders - Student witnesses to an unpleasant incident should:

- Intervene if they are able to
- Seek teacher assistance
- Document if requested

PARENTS

Parents whose child/children experience an unpleasant incident should

- Be aware of the Anti-Bullying Policy and Procedures.
- Listen sympathetically to reports of unpleasant incidents
- Report the incident to the class teacher in the first instance. The teacher may request that an unpleasant Incident report is completed. The teacher will then involve the Assistant Principals or the Principal, if the he/she considers this is necessary
- Work with the school on an on-going basis in seeking to resolve the situation

Parents must not speak to, threaten or intimidate the alleged student/s concerned

Parents who witnesses an unpleasant incident:

- Are limited to verbal intervention.
- Should seek teacher assistance.
- Document the incident if requested by school staff.

St Mary's Catholic Primary School School Rules

Respect God
Respect Self
Respect Others
Respect Property
Act Safely



What to do if I am bullied:

1. Ignore the bully
2. Move away from the bully
3. Use a friendly voice and ask the bully to stop
4. Use a strong voice and ask the bully to stop
5. Ask a teacher for help



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MANAGEMENT OF BULLYING INCIDENTS

All parties are expected to treat each other with respect and dignity and ensure the confidentiality of any issues that may exist.

Staff Action Plan

- Protect the bullied child from further harm
- Assure the student being bullied that the incident will be dealt with
- Record the name/s of the bullied child, who reported the incident and the bystander/s
- Interview the bullied child to find out what happened
- Suggest strategies that the bullied child might use to avoid being bullied in the future
- Individually interview bystander/s using the Shared Concern Approach. Discuss strategies these students might use to avoid bullying in the future
- Record what happened on the Unpleasant Incident form
- Discuss with and provide a copy of the form to the Assistant Principal
- Monitor the situation over the following days
- **Where necessary**, speak to the class without using names - circle time.
- **Where appropriate and using discretion**, work with the parents of the bullied student to assist their child to avoid being bullied in the future. Keep them informed about progress and the measures taken
- **If necessary, where appropriate and using discretion**, inform the parents of the child who is bullying and work with them to establish joint strategies for behaviour modification.

What can Bystanders do?

If students see another student being bullied they could:

- Let the person doing the bullying know that what they are doing is bullying
- Tell the person who is bullying to stop
- Refuse to join in with the bullying
- Be a friend to the person being bullied
- Ask a teacher or support person for help
- Support their friends and protect them from bullying by being there for them

CONSEQUENCES FOR STUDENTS WHO BULLY

- Student will be counselled by classroom teacher. Student will be given the opportunity to resolve the situation and apologise to the person they bullied.
- If the bullying behaviour persists, the student will be referred to a member of the Leadership Team for counselling and to develop a solution to the problem. Parents will be contacted
- If the student bullies again, a consequence will be applied. This may include:
 - In-school isolation (recess and/or lunchtime)
 - Letter home to parents and parent interview
 - Loss of privileges
 - Suspension

Hitting, kicking and fighting are breaches of School Rules and may involve immediate application of consequences.