



# St Joseph's Primary School

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## ANTI-BULLYING POLICY

### **DEFINITION:**

A person is bullied when one or more people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

### **RATIONALE:**

The school will provide a positive culture where bullying is not accepted, and in so doing, all members of the St Joseph's community will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment at all times.

### **AIMS:**

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community of the signs and evidence of bullying and to build ensure bullying is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

### **IMPLEMENTATION: Steps A-B-C-D**

- Parents, teachers, students and the community will be aware of the school's position on bullying.

#### **A. PRIMARY PREVENTION:**

- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving
- A SRC Insight survey will be administered annually
- Each classroom teacher to clarify at the start of each year the school policy on Anti-Bullying
- The curriculum to include anti-bullying message and to engage in national initiatives such as 'Anti-Bullying' Day
- Staff and students to promote the philosophy of 'No Put Downs'
- Facilities which support structured activities for students at recess and lunch breaks.



## **B. EARLY INTERVENTION:**

- Promote children and staff to report bullying incidents involving themselves or others
- Classroom teachers and principals meet on a regular basis to remind students and staff to report incidents of bullying
- Parents are encouraged to contact school if they become aware of a problem
- Public recognition in our Friday 'certificate' ceremony of those students who are displaying positive and 3R behaviour.

## **C. INTERVENTION**

- Once identified each bully, victim and witness will be spoken with, all incidents or allegations of bullying will be fully investigated and documented
- Students identified by others as bullies will be informed of allegations
- Both bullies and victims will be offered counselling and support
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

## **D. POST VIOLATION**

- Consequences for students will be individually based and may involve:-
  - Exclusion from class
  - Exclusion from yard
  - Withdrawal of privileges
  - Ongoing counselling from appropriate agency for both victim and bully
- Reinforcement of positive behaviours
- Classroom Meetings
- Support Structures
- Ongoing monitoring of identified bullies.

**There is no corporal punishment at St Joseph's Catholic Primary School Northcote.**

## **EVALUATION:**

This Policy will be evaluated in accordance with the School Improvement Plan under the sphere of Student Wellbeing.



## **A CLEAR FIRM STATEMENT REGARDING THE SCHOOL'S STAND ON ANTI-BULLYING**

We, at St Joseph's Primary School, believe that bullying will not be tolerated or accepted in our school community, and that all staff, parents and students have the right to feel safe and respected. In dealing with incidents of bullying we will take appropriate action to resolve conflict working in partnership with all concerned parties.

### **A definition of bullying in its many forms**

Bullying behaviour involves a desire to hurt and can be:

- Verbal, physical, social or psychological
- A person/persons having unfair or unjust power over another/others
- Repeated unwanted actions
- A person who enjoys being a bully

Bullying behaviour can be:

#### **Verbal:**

e.g., name calling, teasing, abuse, putdowns, sarcasm, insults and threats

#### **Physical:**

e.g., hitting, punching, kicking, scratching, tripping, spitting

#### **Social:**

e.g., ignoring, excluding, ostracising, alienating, and making inappropriate gestures

#### **Psychological:**

e.g., spreading rumours, dirty looks, hiding or demanding possessions, malicious SMS, email or social media messages or postings, inappropriate use of camera phones

The victim/victims feel powerless, weak, helpless or isolated.

### **The rights and responsibilities of teachers, parents and students to uphold the school's anti-bullying stand**

#### **RIGHTS**

We believe:

That all members of the school community have the right to be involved in a safe and secure environment, and work in partnership towards protecting the rights of every individual.



## **RESPONSIBILITIES**

### **Teachers**

To promote a positive learning environment. To immediately address any arising issues and be an active listener.

### **Parents**

Inform school of any issues by approaching school staff when necessary. Have the right to discuss, articulate their thoughts and ideas and to support decisions made by the school.

### **Students**

To respect the rights of every individual and to develop positive relationships. Report any incidents to appropriate member (s) of the school community (e.g., teachers)

Inform parent(s)/guardian of arising issue.