



St Joseph's Primary School Kangaroo Point

ANTI BULLYING POLICY

Approved: April 2012

Policy:

At St Joseph's we endeavour to provide a safe and non-threatening environment for the children in our care.

At St Joseph's it is expected that all persons will endeavour to:

- uphold the dignity and respect of the individual;
- promote the principle of equal opportunity; and
- refrain from any behaviours that attack a person's dignity and rights, morale and work effectiveness

Introduction:

Rationale:

Each person at St Joseph's is encouraged to be vigilant in recognising and discouraging bullying in any form and to foster tolerance so that our school is a happy and supportive community.

Guidelines for Implication

- All Staff are briefed annually on the requirements regarding Behaviour Management and Bullying
- The school has a duty of care for both the victim and perpetrator of bullying and must advocate for both parties
- Whole School Behaviour Plan is adhered to
- Friends Program implemented where appropriate
- Student Protection Program
- Displaying of the 'Feeling Unsafe' Posters
- Surveys on the incident of Bullying
- Counselling on the effects of Bullying
- Interviews with Parents
- Acknowledge the Rights and Responsibilities for all Stakeholders
- Record Behaviours and Incidents which may be seen as a contributor to Bullying
- Proactive approaches are implemented within the curriculum to examine aspects of bullying
- Programs promoting Resiliency are incorporated into classroom teaching

- A Restorative Practices Program is used to enhance relationships among students, and between students, teachers, and parents, so as to nurture our sense of community

Definition of Terms

Bullying – What Is It?

Bullying is the intentional, unprovoked physical or psychological abuse of an individual by another, over time, to create an ongoing pattern of harassment and intimidation. It involves an imbalance of power. Bullying is different from the inevitable conflicts that occur during childhood and adolescence.

Bullying is a form of psychological and or physical harassment that may intimidate degrade or humiliate another person. There are three critical points in this definition:

Power: Children who bully may acquire power through various means: physical size and strength; status within a peer group; and recruitment within the peer group so as to exclude others.

Frequency: Bullying is not a random act; it is characterised by its repetitive nature. Because it is repetitive, the children who are bullied not only have to survive the humiliation of the attack itself but live in constant fear of its re-occurrence.

Intent to harm: Bullies usually deny any intent to harm others and may not always be fully conscious of the harm they cause. Causing physical and emotional harm however, is usually a deliberate act. It puts the child who is bullied in a position of oppression by the child who bullies.

Bullying is “recipient defined”, i.e. “It was only a joke” or “He doesn’t mind” is an unacceptable excuse. In many cases of bullying, there are elements of harassment and discrimination on the grounds of ‘difference’. The intention of the bully is irrelevant, the important factor is the harm done to the other person.

Bullying can be

Physical: Kicking, punching, pushing, shoving, spitting, fighting, damaging or destroying other people’s property, jostling, pinching, touching, or any unwelcome physical intimidation, such as gestures or staring.

Verbal: Offensive or abusive comments, sarcasm, crude jokes and comments, ridiculing appearance, actions or beliefs, obscene or threatening phone calls and emails, teasing or putting other people down (sledding and pay outs), verbal intimidation, whistling.

Social: Exclusion, spreading rumours, gossip, racial or sexual comments, graffiti and notes about others, emails, SMS.

Emotional: Victimisation, instilling fear in others, extortion (forcing other students to hand over money, food or other possessions), forcing other students to do their work.

Bullying can occur in the following situations; when:

- A child bullies another child
- An adult bullies a child
- An adult bullies another adult
- A child bullies an adult

Rights and Responsibilities

Rights

All members of St Joseph’s school community have the right to feel safe, valued and respected. It is the responsibility of staff, parents and children to engage in appropriate behaviour.

Within St Joseph’s community all stakeholders have certain rights. However, along with those rights we also must take responsibility for our own actions.

All students and staff have the right

- to feel safe, cared for and respected.
- to be free from threat and intimidation.
- to have enjoyable day at school.

- to have a pleasant, healthy and safe environment.

All students have the responsibility

- to consider the impact of their actions on others
- to respect the property and rights of staff and students
- not to accept bullying, but to report it.
- to say no to bullying
- to use appropriate behaviours thereby following the School's Policies and rules.

All staff members have the responsibility to

- to model appropriate behaviours which are conducive to fostering positive relationships at all times.
- provide a safe, secure learning environment for our students.
- strive to provide an environment free from bullying, harassment, intimidation and abuse.
- engender a culture where to "ignore" bullying is to condone it.
- to be role models in word and action at all times.
- to follow system Policy and conditions of employment.

All parents have the responsibility to

- to be role models in word and action at all times.
- make teachers and administration aware of suspected incidents of bullying, Parents are asked to refrain from contacting other parents or children regarding the issue.
- Support their child in developing appropriate responses to bullying or intimidation
- Instruct your child to tell if they are experiencing bullying behaviours, and not to retaliate.
- To listen and reassure your child that there is nothing wrong with them.
- To adhere to the school's policy for responding to suspected bullying behaviours.

Conclusion

Our school community does not condone bullying or harassment and has established strategies to help us deal with such unacceptable behaviour should it occur. Local school based strategies for behaviour management are negotiated regularly and all staff consulted and trained in order to ensure consistency of expectation and response occurs. The school encourages open and respectful communication, acceptance and understanding in all matters relating to student behaviour choices, bullying and breaches of expected school behaviours.