



ST. JOSEPH'S PRIMARY SCHOOL

Policy Document



Anti-Bullying and Harassment Policy 2020

COMMITMENT TO CHILD SAFETY

All students enrolled, and any child visiting, have a right to feel safe and be safe all of the time. The wellbeing of children in our care will always be our first priority and we have zero tolerance for child abuse. At St Joseph's Primary School we strive to maintain a child safe and child friendly environment where children feel safe and are free to enjoy life to the full without any concern for their safety. We are committed to continually reviewing our Child Safe policies and practices to ensure that every effort is made for ongoing improvement of our Child Safe environment. We at St Joseph's Primary School recognise that some groups of children are particularly vulnerable and we are committed to promoting the cultural safety of Aboriginal/linguistically diverse children and also promoting the safety of children with a disability.

ST. JOSEPH'S PRIMARY SCHOOL MISSION STATEMENT

Central to the mission of St Joseph's Primary School is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

POLICY DEFINITION

A person is bullied when one or more other 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

St. Joseph's Primary School will provide a positive culture where bullying is not accepted, and in so doing, all 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.

AIMS

To reinforce within the school community what bullying is, and the fact that it is unacceptable. Everyone within the St. Joseph's Primary School community needs to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim. To ensure that all reported incidents of bullying are followed up appropriately and in a timely manner and that support is given to both victims and perpetrators.

St. Joseph's Primary School will seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION

Parents, teachers, students and the community will be aware of the school's position on bullying. The school will adopt a four-phase approach to bullying.

1. Primary Prevention

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey and yard survey will be administered and acted upon each term.
- All incidents of bullying identified in the Bullying Audits to be followed up by the Wellbeing Co-ordinator, Assistant Principal or Principal
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- Clubs and structured activities available to students at recess and lunch breaks.

2. Early Intervention

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents are encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- The staff of St. Joseph's Primary School will be informed of all bullying incidents.

3. Intervention

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff 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.
- If staff bullying persists the principal will commence formal disciplinary action.

4. Post Violation

- Consequences for students will be individually based and may involve:
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency/ies for both victim/s and bully/ies.
- Reinforcement of positive behaviours.
- Classroom Meetings.

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- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:
 - counselling
 - a period of monitoring
 - formal support groups
 - disciplinary actions

