



St Joseph's P - 6 School

As a dynamic P to 6 Catholic school, St Joseph's strives for excellence within a Christ-centred community and contemporary environment.

Anti-bullying Policy

Related Policies

Behaviour Management Policy
Pastoral Care Policies
CEO Pastoral Care Policy
CEO Suspension and Exclusion Policy

Purpose

To provide a school that is safe for all members.
To minimise the amount of bullying that occurs.
To deal with bullying in an appropriate way.
To monitor levels of bullying and take action that is appropriate.

Policy

St Joseph's School is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying.

Definitions

Bullying is defined as repeatedly hurting another person, people or group who is/are less powerful either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

1. Physical:

- Hitting, kicking, punching
- Pushing, shoving, spitting
- Making rude gestures
- Taking or damaging something that belongs to someone else
- Forcing others to hand over food, money or something that belongs to them
- Making someone do something they don't want to
- Intimidation through invasion of personal space

2. Verbal:

- Name calling
- Teasing
- Threatening
- Making fun of someone because of their appearance, physical characteristics or cultural background or level of ability
- Making fun of someone's actions
- Belittling abilities and achievements

3. Indirect:

- Excluding others from the game or group
- Spreading untrue stories about others
- Using negative body language
- Using peer pressure to manipulate others

4. Written

- Writing bad or offensive notes or graffiti about you or others.
- Texting and/or disseminating offensive material or comments on mobile phones, computers or iPads.

Bullying can happen in the school grounds, in the toilets, going to and from school, in the classroom or at home e.g. comments made via technology.

Shared Concern Approach: The bully and the victim are brought together and discussions take place with a member of the Leadership Team. The victim is encouraged to express his/her feelings when they are being bullied. The students are asked to agree on a plan of action that will reduce the incidence of bullying. The three parties review the situation in a week.

Procedures

1. Implementation

At St Joseph's School we will:

- Openly talk about bullying - what it is, how it affects people and what can be done about it.
- Teach the students the skills that will build their self-esteem and empower them to take responsibility for themselves and give them the opportunity to practise the skills.
- Send a letter home addressing the issue of bullying, when appropriate.
- Implement the Positive Behaviour Plan.
- Implement the Safe Schools Guidelines.

Responsibilities of Staff:

- To model appropriate behaviours at all times.
- To deal with all reported and observed incidences of bullying as set out in this policy.
- To ensure that children are supervised at all times.
- To report incidences of bullying to the Principal.
- Inform parents/children of policy each term.

Responsibilities of students:

- To report to an adult if they are being bullied or if they see someone else being bullied - both at school and on the way to and from school.
- Not to be a passive bystander.
- Not to bully others.

Responsibilities of Parents:

- To watch for signs that their child is being bullied.
- To speak to a teacher or the Principal if their child is being bullied or they suspect that this is happening.
- Not to approach individual children or parents.
- To instruct their children to tell a teacher or the Principal if they are bullied.
- To actively support the school in the Anti-bullying Policy

2. Reporting of Bullying

Students and their parents can report incidences of bullying to any teacher or the Principal.

3. Organisation

The staff will be responsible for ensuring that incidences of bullying are dealt with in a manner consistent with the policy and as soon as possible after it is reported or observed.

When a bullying incident is reported or observed the following is enacted:

1. Talk to the students individually.
2. Use the shared concern approach.
3. Warn the bully of the consequences of further incidences. Consequences will be in line with the St Joseph's Positive Behaviour Plan.
4. Inform staff of the incident.
5. Monitor the behaviour of the students involved.
6. If the bullying is repeated, separate the offending child from the group.
7. Contact the parents of the bully to make an interview time. Remind them of the policy and ask for their cooperation in stopping the child from bullying other children.
8. If none of the sanctions succeed in stopping the child from bullying, he/she may be excluded - either from the playground or from school in accordance with the CEO Suspension and Exclusion Policy.

References

National Safe Schools Framework

Forms

Nil

Approved by: Leadership Team

Implementation Date: 2011

Revision Date: 2016