ST FRANCIS XAVIER CATHOLIC PRIMARY SCHOOL
MACKAY

SCHOOL BOARD

POLICY IDENTIFICATION

Policy Classification: R/C300

Policy Area: BULLYING AND HARRASSMENT

Update: 17/06/02

Notes:

Policy Areas:
(R/C) ~ Relationships/Communication
(E) ~ Enrolment
(F) ~ Finance
(B) ~ Building: Facilities – Maintenance and Planning
(M) ~ Management/Organisation
(C) ~ Curriculum
(S) ~ Staffing

Policy Identification Key ~ Levels
100 ~ State
200 ~ Diocesan
300 ~ Local

Ref: c:\mydoc\board\polidentsheet
ST FRANCIS XAVIER SCHOOL

POLICY AREA

BULLYING AND HARRASSMENT

PREAMBLE

St Francis Xavier School community seeks to provide a safe, supportive, respectful and inclusive learning environment in which the rights of all students to learn and all teachers to teach are supported and respected.

"Bullying is behaviour that is intimidating, offensive, humiliating or degrading. It may involve name calling, exclusion from the group and physical violence. It is repeated behaviour with a deliberate intent to hurt". (Kids Helpline website)

Being bullied is a frightening and harmful experience for children and has been linked with poor self esteem, anxiety, lowered learning opportunities and depression into adult years. Children who bully also have higher than average levels of anxiety and self harm. Anyone who feels threatened by the actions of others is disadvantaged in this learning and development process.

Bullying is NOT a normal part of growing up. It does not reflect Christian values and undermines the dignity of individuals.

VALUES

COMPASSION, JUSTICE, DIGNITY, WITNESS, RESPECT, TOLERANCE.

REFLECTION MATERIAL

POLICY

Bullying and harassment in any form have no place in our community. All members of the community accept their responsibility to ensure that bullying behaviours are dealt with appropriately and effectively.

IMPLICATIONS

- The school has well established procedures for behaviour management, including procedures for incidents of bullying and harassment.
- Clear expectations and consequences of bullying and harassment are communicated to all members of the school community.
- Bullying and harassment will be dealt with proactively. Students will be educated to recognise bullying behaviours in themselves and others to deal with this in acceptable and appropriate ways.
- Reporting procedures for dealing with complaints will be in place.
- Ongoing inservice and professional development of staff and parents/caregivers will be provided by the school.
Policy: Bullying and harrassment in any form have no place in our community. All members of the community accept their responsibility to ensure that bullying behaviours are dealt with appropriately and effectively.

Belief Statements about Bullying and Harrassment:

- Bullying is NOT a normal part of growing up.
- Any report of bullying reported by students must be taken seriously.
- Teachers are in a position to do more than anyone else about bullying in schools.
- Teachers are the best people to teach the skills for how to stand up for oneself against a bully.
- Bullying in some form happens in every school.
- There is no justification for prolonged, systematic bullying or harassment.
- Non-physical forms of bullying are as detrimental to a student's self-esteem, psychological well-being and academic performance as physical violence.

OUR AIM: TO DEVELOP A SCHOOL CULTURE OF BOTH CONCERN AND SUPPORT ~ FOR BOTH THE VICTIM AND THE BULLY.

Procedures for preventing bullying and harassment at school:

- Staff model appropriate behaviour at all times.
- Parents and students are informed about the procedures at the beginning of the year and throughout the year.
- Students are encouraged to tell teachers of any bullying or harassment from other students.
- Areas where bullying may take place eg playground corners which are difficult to supervise adequately, will be restricted.

Procedures when incidents of bullying are reported:

- Any report of bullying must be taken seriously and investigated appropriately. Children must feel safe to "tell" without fear of reprisals.
- The incident may be a one-off offence, and dealt with as a behavioural incident with the appropriate action taken according to the severity of the incident. The consequences of such behaviour may be mediation by the teacher, removal of the student to "cool down", community service activity, timeout or being sent to the principal if a serious offence.
- If the behaviour is deemed to be bullying parents will be advised.
- Staff members may be required to act as a mediator helping to negotiate an agreement between the disputing parties.
- The bully will be warned of the consequences of further incidences.
- A further offence of a similar nature will be dealt with by the class teacher or the teacher on duty as an act of bullying with appropriate consequences which may include separating the child from the group and/or "time out".
- If the child continues to bully, parents will be asked to attend an interview. Parents will be reminded of the policy and asked for their support in stopping the child bullying other children.
- If the bullying persists the child may be excluded from the playground or the place where bullying is occurring.
- Further bullying may result in the child being sent home for rest of the day. The teacher involved will meet with the parents before the child is permitted to return to school.
- The child may ultimately be excluded from the school for a short period of time or longer if required.
Preventing and dealing with bullying and harassment is a partnership between school and home; teacher, parent and child each have responsibilities:

Responsibility of the Class Teacher:
- Always take any report of bullying seriously.
- Be responsive when a student reports bullying.
- Acknowledge what the child is saying.
- Be familiar with the school procedures for bullying and harassment.
- Establish consistent classroom rules and consequences. This ensures a fair and consistent approach dealing with bullying or behavioural incidents.
- Be a proactive supervisor when on duty at lunchtime and before/after school.
- Don't make public statements about the bullying.
- Report any incidences of bullying to the principal if warranted.

Responsibility of the parent:
- To watch for signs that their child may be being bullied.
- To report the incident to a member of staff if their child is being bullied or they suspect that this is happening.
- To instruct their children to “tell” if they are bullied.
- Actively discourage bullying behaviours in your own child/ren and model appropriate behaviour at all times.
- Support the school guidelines and procedures.

Responsibility of the student:
- Always tell a teacher if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school.
- To help someone who is being bullied.
- To not bully others.