

ANTI-BULLYING POLICY AND PROCEDURES

Vision

At St Lawrence Primary School we strive to develop our relationship with God through positive and inclusive relationships with all members of the school community. We aim to help students develop critical perspectives so that they can operate responsibly, safely and ethically within society.

Rationale

We believe in the dignity of the human being and that the self esteem of the child should have priority. Each member of our school community has rights, along with those rights comes responsibilities. We aim to promote a harmonious, safe environment where students, teachers and families work co-operatively to ensure the school's educational goals can be successfully met. We believe that every student should feel safe at school and bullying should not be tolerated. In accordance with Christian beliefs, we value and promote practices which are based on love, respect, compassion, tolerance, forgiveness, repentance, reconciliation and justice.

Definition of Bullying

Bullying is behaviour that causes someone to feel fearful, threatened, excluded, disrespected or in pain. It is deliberate and repeated behaviour. It can be caused by one person or by a group.

Behaviour that is unacceptable at St Lawrence includes:

- Physical Bullying – any intentional and unwelcome use of physical contact or deliberate property damage
- Verbal Bullying – use of language to threaten or hurt
- Exclusion Bullying – leaving someone out on purpose to cause feelings of non-acceptance
- Extortion Bullying – use or threat of power to obtain favour or goods
- Racial/Religious Bullying – antagonism or prejudice directed towards someone on the basis of their race/religion
- Sexual Bullying – any unwelcome and uninvited comments, attention, contact or behaviour of a sexual nature
- Gesture Bullying – use of non-verbal signals to cause intimidation or fear
- Cyber Bullying – use of digital technology to deliberately cause someone to feel fearful, threatened, excluded or disrespected

Bullying Prevention Strategies

SCHOOL COMMUNITY:

- Raise awareness of bullying– what it is, how it affects us and what we can do about it.
- Teach our children the skills which build their self-esteem and empower them to take responsibility for themselves – give them opportunities to practise these skills.

STAFF:

- Be role models in word and action at all times.
- Implement the school's Behaviour Management policy and procedures
- Ensure that our classroom management practices support respect for others and child safety
- Be observant for signs of distress from suspected incidents of bullying
- Ensure that children are adequately supervised at all times, including on the playground

CHILDREN:

- Follow the school's expectations – Be Safe, Be Ready, Be Respectful – and therefore to not bully others

FAMILIES:

- Be role models in word and action at all times
- To watch for signs that their child may be being bullied e.g. unwillingness to attend school, a pattern of physical ailments (bruising, headaches), missing equipment (including personal and school provided items), requests for money, damaged clothing (school uniform).

Identifying and Responding to Bullying

We encourage students to:

- Let an adult know if they are being bullied or if they know someone else is being bullied
- Stand up for someone who is being bullied

We encourage families to:

- Speak to someone on staff (classroom teacher if possible) if they believe or suspect their child is being bullied.
- Encourage and support their child to tell a staff member if they are being bullied.

We expect staff to:

- Keep records of incidents so that any persistent behaviour can be identified as bullying
- Respond to all reported and observed incidences of bullying by taking action to support the child who has been bullied as well as disciplining the child who is bullying
- Report all incidences of bullying to the Principal or Deputy Principal
- Communicate with the families of both students about the bullying behaviour and the disciplinary actions

Consequences for Bullying Behaviour

- Victim is counselled to ensure they feel safe and secure in the school environment
- Perpetrator/s are provided with counsel regarding acting responsibly in school and to complete constructive ways to remedy the situation, eg. written or verbal apology
- Depending on the severity of the behaviour, teacher/school leader places appropriate disciplinary action in place, including but not limited to:

a) Completing a Behaviour Record Sheet – see below

b) Putting in place a Behaviour Support Plan – see below

b) Accompanying teacher on yard duty – removing child from recreational activities (play time, lunch time) for recommended timeframe, based on severity.

c) Detention – removing child from recreational activities (play time, lunch time) for a recommended timeframe, based on severity.

d) Suspension – see below

e) Expulsion – see below

Behaviour Record Sheet

A behaviour record sheet is a personal account of a child's inappropriate behaviour and alternative appropriate action that the student could have taken. It is also a means of communication with parents about their child's behaviour.

Behaviour Support Plan

To support students with challenging behaviour, an Behaviour Support plan should be devised. This plan needs to be available for all staff working with the student.

Suspension

Suspension is a serious disciplinary measure and should only be implemented when other disciplinary measures have not produced a satisfactory outcome and an appropriate process has been followed. A

student will not be suspended for more than 9 school days in a school year. Any suspension should be documented by the principal and a Notice of Suspension given to parents at a face-to-face meeting.

Expulsion

Under the most serious and extreme of circumstances, when a student has repeatedly engaged in serious wrongful behaviour and all other appropriate behaviour management processes have proved unsuccessful and the serious behaviour persists, it may be judged that the only responsible action left is expulsion. Although this is avoided as far as possible, it will occur only with the approval of the Director of Catholic Education.

Evaluation

This policy is evaluated in accordance with the School Improvement Plan.

The practice is evaluated on an ongoing basis by staff members and the Leadership Team.