

St Mary Magdalene's Primary School

Anti Bullying and Harassment

Developed by: Staff and School Board

Note: All references to 'staff members' include Administration staff, ESO staff, Teachers and Temporary Relieving Teachers

Underlying Assumptions, Philosophy and Rationale:

We at St Mary Magdalene's Primary School believe that:

- we are all created in the image of God
- the personal dignity and uniqueness of each individual must be recognised and respected
- everyone has the right to be and feel safe
- everyone has the responsibility to respect self, others, environment, property and boundaries
- everyone has the right to experience success
- everyone has the responsibility to restore relationships when conflict or harm has occurred
- all behaviour has consequences and results from individual choices.

Purpose / Aims:

Through the application of this policy, we at St Mary Magdalene's aim to:

- Respond to bullying and harassment. We recognise that types of Bullying and Harassment include; Physical, Verbal, Sexual, Racial, Libel/Slander and Cyber Bullying (Appendix 1)
- frame the policy within the Vision Statement and the School and Class values
- respond to any form of bullying and harassment in an informed and supportive manner. This policy contemplates bullying & harassment between students. Should a situation arise where a student is bullied or harassed by an adult this will be referred to the Principal.

Guidelines:

At St Mary Magdalene's we demonstrate respect and responsibility for self, others, the indoor and outdoor environment.

Therefore we will:

- Support and model the school's Policy for the Development of Personal Responsibility
- Protect and empower victims of bullying and harassment
- Act fairly and consistently
- Encourage children to take responsibility for their actions
- Model our school's ethos by showing respect, care and understanding
- Trust that children are able to change their behaviour

The school will develop strategies to prevent bullying and harassment. Parents, children and teachers will be provided with every opportunity to further their education and understanding of the nature of bullying and harassment.

Staff will help students develop attitudes and skills which contribute to respectful relationships and positive conflict resolution. At the beginning of the year, when negotiating class rules, teachers will:

- Conduct class discussion of bullying and harassment
- Discuss and list how to identify instances of bullying and harassment
- Identify children's response
- Discuss with children strategies to be used to prevent bullying and harassment
- Bullying and harassment intervention procedure

In support of this policy:

The Principal will:

- provide clear guidelines and procedures to staff
- provide relevant professional development in bullying and harassment management
- ensure that the values of restorative justice are modelled and supported in all bullying and harassment incident procedures
- communicate with families in a sensitive manner.

The staff will:

- identify the problem (through child, staff or parent)
- address victim and bully(ies). It is important the bully is able to acknowledge and own problem
- staff will listen to the student and take their concern seriously. They will ask questions which include; What impact has this incident had on you and the others? What do you think needs to happen to make things better?
- bring the issue of bullying and harassment to the attention of the Principal.

Parents / Carers will:

- work cooperatively with staff and students in dealing effectively with bullying and harassment issues
- promptly communicate to the school if they become aware of any bullying and harassment incidents involving their child at school
- support their child(ren) in developing strategies to effectively deal with bullying and harassment

Students will:

- adhere to the anti bullying and harassment policy
- ensure they communicate to a responsible adult their concerns if they find themselves or others being bullied or harassed
- learn to develop and implement strategies to deal effectively with bullying and harassment
- participate fully in a restorative process either in 1:1, group or circle time to restore the relationship(s) of those when they have hurt or been hurt.

Implementation:

- All staff, parents, carers and students will be made aware of and have access to the policy via the school newsletter and website.

Basis of Discretion:

- Nil

Support Documents:

- Bullying (SACCS)
- Personal Responsibility Policy
- Student Grievance Policy

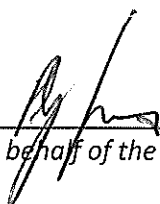
Financial Budget:

- Nil

Resources:

- N/A

Signed: _____


Principal on behalf of the School Board

Date: 2015

Date to be reviewed: 2018

Guidelines:

Types of Bullying and Harassment might include:

Physical

- Fighting, pushing, shoving, gestures
- Stand-over tactics, gangs, picking on others

Verbal

- Name calling, put downs, pay outs
- Offensive language
- Slander (putting people down behind their back)
- Teasing, making fun of others
- Saying nasty things about others
- Threats to “get” others
- Pressuring people to do things against their will

Sexual

- Inappropriate sexual comments
- Touching or brushing against someone after being asked to stop
- Unwelcome staring, whistling, gesturing or making comments about someone’s body, looks or clothing
- Writing and distributing rude or unpleasant notes about someone
- Telling jokes or showing reading matter or pictures that are offensive
- Making comments about another person’s sexuality

Racial

- Making degrading comments or gestures about another person’s culture, background or language
- Calling someone names because of their race
- Telling jokes or showing offensive material
- Deliberately excluding others because of their race

Libel/Slander

- Spreading rumours or stories about someone or their family
- Writing anything offensive or untrue about someone or about groups to which they belong
- Offensive notes or graffiti about others

Cyberbullying (Text Messaging, SMS)

- Threatening or offensive language
- Put downs and/or pay outs
- Teasing
- Saying nasty things