

ST KEVIN'S PRIMARY SCHOOL, GEEBUNG

BULLYING POLICY AND PROCEDURES



St Kevin's believes that everybody in our school has the right to feel safe. This policy validates this belief and endorses the position that bullying behaviour at St Kevin's is unacceptable.

ST KEVIN'S VISION AND MISSION

VISION:

As a Catholic school community, St Kevin's will:

Empower all to achieve success, embrace life's challenges and develop relationships based on Christian values.

MISSION:

SUCCESS – *We foster a quality curriculum, encouraging all to grow in knowledge and understanding of themselves and others.*

VALUES – *With a commitment to Gospel values we strive to develop our faith and spirituality, nurturing a love and respect for each other through work, prayer and service.*

COMMUNITY – *We build community where each person is able to grow in the love of God, as an individual and together in strong partnerships.*

Rationale:

St Kevin's Vision and Mission emphasises a community where all are welcome, loved and respected. Each person is empowered to grow both as an individual and in partnership with others.

PURPOSE

The purpose of this document is to reaffirm and strengthen our Catholic community to:

- commit to positive, proactive practices in support of student behaviour and wellbeing
- ensure Student Behaviour Support planning promotes preventative approaches to bullying and responsive approaches to restoring relationships
- foster respectful interpersonal relationships among and between all community member promote positive behaviour support as an integral part of all learning and teaching experiences

Definition of Bullying:

Bullying is ongoing and consistent:

- Verbal
- Physical
- Social
- Psychological - behaviour that is harmful and involves the misuse or imbalance of power by an individual or group towards one or more persons. It is behaviour intended to hurt another through domination and results in a lack of defence by the target, creating feelings of oppression and humiliation.

The following behaviours are not bullying:

- mutual arguments and disagreements
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence

These conflicts however still need to be addressed and resolved.

Prevention of Bullying

Responsibilities of Principal:

- promote a positive climate of respectful relationships
- ensure the Student Behaviour Support Guidelines are used to determine appropriate level of response
- respond quickly to all incidents of bullying and ensure support to any student affected by, engaging in or witnessing bullying behaviour

Responsibilities of Staff:

- teach and model appropriate behaviours
- teach and clarify the definition of bullying, bullying behaviours and other anti-social behaviours
- commit to the implementation of school wide strategies
- teach and model active listening and conflict resolution – listen to both sides of a story
- gain a full picture of the behaviours and circumstances
- recognise and value the partnership of home and school
- consistently follow procedures for action, reporting and recording

Responsibilities of Students:

- practice and model appropriate behaviours
- commit to individual class covenants and school expectations to prevent bullying
- be a responsible bystander
- all involved are honest about the role they play/ed
- let an adult know what is happening
- continue to ask for help until the bullying is dealt with

Responsibilities of Parents:

- model a calm approach for your child
- teach and model positive behaviours at home
- listen carefully
- assist your child to identify and be clear about the area of concern
- ensure familiarity with school policies and procedures
- discuss concerning behaviours with the school as soon as possible.
- work within the school processes
- support your child to employ strategies
- recognise and value school and home partnership
- support your child throughout the solution process which may take some time
- listen to all sides
- Understand there are different viewpoints

Procedures for Action:**How will the school respond to bullying?**

When an alleged bullying incident is reported the teacher or other staff member will:

Step 1

- a) Take the report seriously and report the incident to the Principal or APRE.
- b) Establish the facts and determine if it is bullying
- c) Apply appropriate consequences for the incident (see Behaviour Support Procedures)
- d) Monitor the situation
- e) Proceed to step 2 if there is a repeat incident

Step 2

- a) Admin team member will interview students individually to discuss and record.
- b) Admin member/teacher mediates or arbitrates during "face to face" meeting of those involved
- c) Outline procedure and expectations of children's behaviour.
- d) Apply appropriate consequences as per Behaviour Support Procedures
- e) Children advised that parents will be contacted (see step 3)
- f) Resolution recorded and filed
- g) Continue monitoring

Step 3

- a) Discussion with parents will clearly state that bullying will not be tolerated and further instances could result in significant withdrawal from the playground and/or suspension

What can I do if my child reports bullying at home**Step 1:**

Listen carefully to your child and show concern and support.

Step 2:

Ask your child the following questions to understand if there is a repeated pattern:

- What, where and when did the incident happen?

- Who was involved on each occasion?
- Did anybody else see it and if so, who?
- What solutions have you tried so far?
- The names of any teachers who are aware of the problem

Step 3:

Contact your child's teacher as soon as possible. Remember, if you were not aware that your child was being bullied, then perhaps your child's teacher does not know about it either.

Step 4:

Give sensible advice, don't encourage your child to fight back. This will most likely increase the bullying

Assist your child to develop positive strategies:

- Be Assertive
- Make "I" statements eg: I don't like what you are doing, please stop. If it happens again I will tell a teacher".
- Avoid situations that might expose them to further bullying
- Make new friends

Procedures for Reporting and Recording:

All bullying incidents are documented and filed.