

ST. JOSEPH'S PRIMARY SCHOOL JUNEE

BULLYING AND TEASING POLICY



Written: March 2018

Date to be reviewed: March 2019

Our school, St Joseph's, is Christ centred, guided by its motto "Christ Our Way". All school community members endeavour to facilitate each child's journey by being dynamic in direction and strong in service.

In being Christ Centred we will:

- Build the Kingdom of God through our personal relationship with Jesus by providing an atmosphere that encompasses prayer and reverence amongst staff and students.
- Ensure that the children have an understanding of the Gospel values to develop a faith based relationship with Jesus.
- Develop knowledge, beliefs and practices of the Catholic faith through prayer, liturgy and the teaching of our Religious Education and Sacramental Programs.

In being Dynamic in Direction, we will:

- Provide a holistic education that develops an ongoing love of learning by incorporating innovative and enriching teaching and learning activities into our teaching practice to meet the changing needs of our world.
- Encourage students and teachers to strive for excellence by fostering and supporting them to make the best possible use of their individual gifts and talents.
- Affirm the dignity of the individual and cater for each student's and family's needs by honouring differences in abilities, cultures and interests while respecting each person's journey.

In being Strong in Service, we will:

- Give each student an education that is professional, current, relevant and integrated, by staff who are committed to lifelong learning.
- Provide leadership that models service to others by being active members of the parish, school and local communities.
- Offer each student the opportunity to develop leadership qualities that will serve them and their community, now and in the future.
- Ensure that discipline is just and fair so that it nurtures strong values and morals that promote self-responsibility and good citizenship.

Definition:

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Rationale:

St. Joseph's School will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

Aims:

The aims of this policy are to reinforce within the school community what bullying is, and the fact that it is unacceptable. Therefore, everyone within the school community needs to be alert to signs and evidence of bullying and they have the responsibility to report it to school staff whether they have observed bullying and teasing happening or if they have been a victim.

All reported incidents of bullying are to be followed up appropriately and support is given to both victims and perpetrators. Parental and peer-group support and co-operation at all times will be sought.

Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- Bullying can be physical, verbal or psychological. Cyber bullying is also addressed as being a real instrument of bullying.

To prevent bullying and teasing in our school the following will occur:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Restorative practices are implemented and used across the school
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and Principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour (Joey of the week)
- Once identified each bully, victim and witness will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented. Procedural fairness will be used at all times.

Students and staff identified by others as bullies will be informed of allegations.

- Both bullies and victims will be offered counselling and support.
- If student bullying persists parents will be contacted and consequences implemented consistent with the St. Joseph's Behaviour policy.

Consequences for students may be:

- exclusion from class.
- exclusion from playground
- school suspension.
- withdrawal of privileges

Responsibilities:

The teachers at St. Joseph's School have the responsibility of:

- Giving children the strategies to deal with bullies.
- Implementing bullying and teasing programs in the classroom and playground.
- Ensuring every child feels safe and secure.

The parents of St. Joseph's School have the responsibility of:

- Watching for signs of bullying and teasing in their child or that their child is the bully.
- Talking to their children about bullying
- Reporting to the school if they think their child is being bullied or teased.

The students of St. Joseph's School have the responsibility of:

- Telling someone if they are being bullied or teased.
- Helping others who are being bullied or teased.
- **NOT BULLYING OTHERS.**

Reporting of bullying:

- The persons involved in the incident will be spoken to immediately by the teacher on duty, the classroom teacher, the Assistant Principal or the Principal.
- All teachers should follow the procedures consistent with our Behaviour policy.