St Joseph’s Coraki

Anti-Bullying Policy
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**Purpose**

At St Joseph’s Primary School, we believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore right relationships. We believe that bullying is unacceptable and we [students, staff and parents] all share a responsibility for preventing it.

This policy builds on the school’s ‘School Community Behaviour Plan’ to provide clear procedures and strategies to prevent, reduce and respond to bullying.

**Definition**

Whilst there is no universally accepted definition of bullying, there is general consensus that Bullying behaviour:

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms, all of which will cause distress. Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others etc
- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours etc
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures etc
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone etc
- **Extortion** - threatening to take someone’s possessions, food or money etc
- **Property** - stealing, hiding, damaging or destroying property etc
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, ‘sms’, web page etc

**Expectations**

We believe, based on research, that prevention strategies through education that involve the whole school community [students, staff and parents] are more likely to reduce bullying. Therefore, at St Joseph’s School we recognise that we all share the responsibility to prevent bullying.

At St Joseph’s Primary School **students** are encouraged to:
- take some positive action to stop inappropriate behaviour if they observe an incident
- report the bullying incident to a teacher as soon as possible
- make it clear to their peers that bullying is not accepted

At St Joseph’s Primary School **staff** are expected to:
- take some positive action to stop inappropriate behaviour when they observe an incident
- pass on information about any reported or observed bullying behaviours to the Principal for further action

At St Joseph’s Primary School, **parents** are encouraged to:
- listen to their child and encourage their child to speak to their teacher at school
- contact the school if they have a concern.
The following strategies are used to ensure that students learn in a safe and healthy environment:

- Classroom and Playground Behaviour Management Procedures
- St Joseph’s Behaviour Benchmarks
- ‘Making Jesus Real’
- Restorative Language and Sessions

Staff and student Welfare:
Practices to ensure staff at St Joseph’s teach more effectively and deal with student issues more competently include:
- Regular Professional Development opportunities both within and outside school are offered eg microskills, CORT
- Staff involvement in development and review of behaviour management policies and procedures
- Opportunities for debriefing after serious behaviour incidents
- Up to date staff resources

Awareness Raising:
- Education through Parent Meetings and School Newsletter is used to develop common understandings about what strategies the school has in place and the actions they can take to support their child/ren.
- Advertising: Posters, Newsletter articles and book displays are used to keep a positive behaviour message within St Joseph’s school community
- Surveys/ Discussions with students at St Joseph’s about bullying behaviours provides essential information about strategies needed at our school
- School Counsellor is available to students on a Friday morning. Contact the school for more information.

Positive Regard:
Methods used to promote, encourage and affirm student participation creates an ownership for the values and ideals of St Joseph’s and, most importantly, the relationships between people.
- Making Jesus Real
- Year 6 leadership
- School Assemblies
- Recognition and celebration of student achievements and participation through Assemblies and the School Newsletter

Vigilant supervision

Classroom
Class teachers and specialist teachers provide supervision for the students in their care at all times and report any issue of concern to the Principal.

Playground
St Joseph’s school community recognises that the playground environment can have an impact on the number of available opportunities for students to behave inappropriately with others. Regular reviews of playground supervision, playground activities and students’ perception of safe and unsafe areas of the school are used to recognise areas of concern.

Teachers are assigned to specific playground areas during eating and play time. These duties require teachers to be punctual, to engage positively with students and to constantly be on the move to maintain a physical presence.

Year 6 leaders organise play equipment before school and during morning tea and lunch in order to give students an opportunity to play more structured activities.
After School
Teachers are assigned to a ‘bikes, bus, across the road and pick up’ duty each day after school to ensure safe and positive behaviour as students leave for home.

How do we respond to bullying at St Joseph’s?

Bullying is viewed as a major breach of the school rules and behavioural expectations and therefore follow up action will align with our school Behaviour Management and Student Discipline Policy, ‘St Joseph’s School Community Behaviour Plan’.

Dealing with Incidents:
Refer to ‘St Joseph’s School Community Behaviour Plan’

Recording Information:

Playground: Students who act inappropriate towards others will have their name and incident recorded in the playground book located in the office. The principal will look at this book daily and discuss with the teacher the incident in question. Repeated minor incidents can be monitored this way and dealt with through our Community Behaviour Plan. Moderate to serious incidents will be dealt with immediately often resulting in the student completing an Unsatisfactory Behaviour form during their playtime to go home to parents.

Classroom: Teachers at the beginning of each year will negotiate classroom norms and expectations with their students. Positive reinforcement is encouraged; however consequences are in place for inappropriate behaviour. An Unsatisfactory Behaviour form may be appropriate for these situations. Any issue requiring an Unsatisfactory Behaviour form will be discussed with the principal.

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