



## POSITIVE RELATIONSHIPS PROGRAM AND ANTI-BULLYING POLICY

The members of the St Vincent's community say "NO" to Harassment, Violence and Bullying in all its forms - physical, verbal, emotional/psychological, cyber/electronic. Our community will support all those involved, i.e. staff, student, parents/caregivers.

### Statement of Beliefs:

At St Vincent's we believe that all members of our school community have an equal right to feel safe and secure at school.

### Definition:

Bullying is a repeated behaviour; that may be physical, verbal and/or psychological; where there is intent to cause fear, distress or harm to another; that is conducted by a more powerful individual or group of individuals against a less powerful individual or group of individuals who are unable to stop this from happening

**Cyber bullying is when a student or group of students intentionally harm a person over time using information and communication technology (ICT), such as a computer or mobile phone via text messaging, MSM, social networking, photographs, and web pages towards a person or people who cannot stop this bullying from continuing**

### Examples of bullying

	DIRECT	INDIRECT
Physical	Hitting, slapping, punching Kicking, pushing, spitting, biting, pinching, scratching Throwing things Humiliating eg 'dacking'	Getting another person to harm someone
Verbal	Mean and hurtful name-calling Threats Persistent, hurtful teasing Lying about someone Demanding money or possessions Forcing another to harm someone or commit offences such as stealing	Spreading nasty rumours Trying to get other students to not like another student
Non-Verbal	Threatening or obscene gestures Intimidation	Deliberately excluding from a group or activity Removing or hiding and/or damaging other child's belongings Watching someone engaging in bullying and not trying to stop it
Cyber	Filming someone without their knowledge or permission Accessing someone else's social networking site and pretending to be that person online Pretending to be someone else on the phone	Getting someone else to send a message for you Watching someone engaging in cyberbullying and not trying to stop it

(Edith Cowan University, 2013)

A **Bystander** is a person who witnesses a bullying incident as an onlooker. At St Vincent's, we teach that, if you are a bystander who encourages bullying behaviours, or if you witness bullying and do not report the incident, your behaviour is considered to be part of the bullying cycle.

**Guidelines:**

St Vincent's aims to eliminate bullying through whole school community involvement, awareness and education.

We commit to

- Building an inclusive, trusting environment in our school and classrooms where quality relationships develop and thrive.
- Assisting the person using bullying to change behaviour through education and restorative processes.
- Empowering bystanders through education and restorative processes to take appropriate steps when encountering bullying.
- Empowering victims of bullying to seek help to deal with the situation and develop strategies to stop any bullying behaviour.
- Providing opportunities for restorative processes to repair relationships.
- Providing a clear set of procedures as a guide for staff, students and parents to manage bullying situations.

**The school expects staff members to commit to**

- Teaching the Friendly Schools Plus programme and Daniel Morcombe Safety Programme/curriculum to all students.
- Conducting regular 'circle time' and other Restorative Practices to resolve conflict between students.
- Acting as role models in words and actions at all times.
- Being proactive in eliminating bullying.
- Deal with bullying as set out in school's procedures.
- Support both the person who is victim and the person who is bullying, according to their individual needs.

**The school expects students to commit to**

- Reporting incidents of bullying to a staff member as soon as possible after the incident.
- Choosing not to be involved in any bullying behaviour. We are a *Friendly School*.
- Supporting the victim in a bullying situation.

### **The school expects parents and caregivers to commit to**

- Being role models in words and actions at all times.
- Encouraging their child to report bullying to a staff member.
- Speaking to the class teacher if you suspect there is bullying occurring.
- Working with the school to address/modify bullying issues in accordance with school procedures.

### **St Vincent's Procedures**

- To provide an educative process with regard to bullying for all stakeholders -parents, staff and students. This will be achieved via professional development, newsletters, classroom lessons, etc.
- To enhance social and emotional understandings and competencies using a whole school approach – Friendly Schools Plus.
- To encourage students, parents and staff to report instances of bullying behaviour to the appropriate staff member.
- To investigate all reported incidents of bullying for the purpose of clarification and to follow up with support and intervention if necessary.
- To record incidents of confirmed bullying behaviour on the Student Behaviour System.

### **Positive, Proactive Anti-bullying Approaches**

The Daniel Morcombe Safety Programme/curriculum is used to teach Protective Behaviours. The Friendly Schools Plus Programme, which enhances social and emotional understanding and competencies, teaches resilience, and positive behaviours, is taught from Prep to Year 6. Supportive bystander behaviours are taught through Friendly Schools Plus, with a focus on safety and responsibility when reporting incidents of bullying. There is a school-wide emphasis on developing positive relationships.

The following action plan for students is developed through Friendly Schools Plus

- **STOP – Is what is happening. Bullying?**
- **FEEL – How am I feeling about what is happening?**
- **THINK – Do I need to do something about this? Do I need to ask for help?**
- **DECIDE – What choices do I have and what might the consequences of these choices be?**
- **PLAN – Work out the safest, most efficient way to proceed.**
- **DO – Carry out the plan safely.**

## **RESPONSES TO BULLYING BEHAVIOURS**

### **Investigating Potential Bullying**

When an investigation about bullying is required, the following procedures will be followed:

#### **Initial Incident**

St Vincent's school adopts a restorative approach and process in the first instance. Those involved will be interviewed by a member of the School Leadership Team or the classroom teacher and made aware of the suspected bullying and the school's anti-bullying position.

The classroom teacher or member of the School Leadership Team will conduct a restorative sessions with those involved.

The incident, if deemed not to be bullying, will be tracked according to the behaviour support plan.

#### **Further Incidents**

If further bullying is reported, leadership team members may choose to use the following methods with the children involved:

- Mediation through Restorative processes.
- Individual counselling.
- Method of shared concern.

Parents of both the perpetrator (the child exhibiting the bullying behaviour) and the target will be notified of the level and severity of the incident and its consequences. A record of the incident is kept on the Student Behaviour System.

Continued bullying would result in a further action plan being devised, appropriate consequences for the child, and further dialogue with the parents. Members of the School Leadership Team, classroom and /or specialist teachers, Guidance Counsellor and /or Support Teacher – Special Needs may be involved in formulating this action plan.

#### **Support for the target and perpetrator**

##### ***We support the target in the following ways:***

- Offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher, or member of administration.
- Informing the child's parents.
- Suggesting and role playing appropriate, positive anti-bullying behaviours with the child.
- Offering continuing support when they feel they need it, and encouraging immediate reporting of incidents.
- Taking necessary actions to prevent more bullying.

- Providing parents with appropriate support including the Friendly Schools Plus book for parents, that has information about the programme the children are completing in school, strategies and actions that can be used at home, how to support their children and their children's schools efforts to reducing bullying.

***We support the perpetrator in the following ways:***

- Talking immediately with their class teacher, another teacher, or member of administration about what has happened and the behaviours the child has been displaying.
- Informing the child's parents.
- Continuing to monitor the child's behaviour and offering appropriate support.
- Working out a behaviour plan or playground plan for some students, to keep everyone safe that may include removal from the playground or classroom.
- Running programs that help students display appropriate behaviour (class, small group or individual).
- Having special meetings (with an emphasis on restoring relationships to work things out with the involved students).
- Having students complete classroom tasks about bullying in school subjects.
- Enforcing appropriate consequences that are directly linked to the child's bullying behaviour (see Behaviour Matrix, St Vincent's Behaviour Policy) including detention, suspension or making recommendation for exclusion to students who bully others.

<b>Audience target</b>	St Vincent's Community
<b>Policy</b>	St Vincent's Clear Island Waters Anti Bullying Policy
<b>Description</b>	This policy documents St Vincent's strong stand against bullying, its commitment to developing quality relationship, actions the school will take against bullying and support for members of the community during and after any incidents.
<b>Creator</b>	Kerry Rowlands -
<b>Next Review Date</b>	By end of Term 1, 2019