



4.2.3

## St Leonard's Primary School Anti Bullying Policy

### **Rationale:**

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

- All members of our school community are committed to ensuring a caring and safe environment that promotes personal growth and a positive self-esteem.
- We believe all members of our school community have the expectation and right to a safe environment and to be treated fairly with respect and courtesy. We believe these rights have concurrent responsibilities which include accepting others and treating them with dignity and respect.
- The 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:**

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community is to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

### **Implementation:**

#### **PRIMARY INTERVENTION**

- While supervising children on yard duty, each teacher carries reporting cards to record incidents. These reports are posted into the yard report box to be collated and reviewed by the Student Wellbeing Core Team – Principal, Student Wellbeing Co-ordinator & Deputy Principal.
- Yard Duty Report summaries are reviewed by all staff at the end of each month.
- The Student Wellbeing Coordinator will conduct WISE Surveys annually, identify students considered to be “at risk” in terms of self esteem, and report findings to staff. Please note that from 2016 we will not be completing WISE research but implementing the St Leonard's Biennial Student Wellbeing Assessment Survey.
- Developing community awareness and input relating to bullying, its characteristics and the school's programs and response through newsletters and parents information nights.
- Provision of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving e.g. “You Can Do It”, “Friends for Life”
- At the beginning of each year it is expected that all teachers will have a number of discussions with their class in regards to bullying and the expectations of St Leonard's students in this regard.

## EARLY INTERVENTION

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis remind students to report incidents, and that reporting is not dobbing.
- Parents are encouraged to contact the school if they become aware of a problem.
- In this school bullying is defined as **repeated** negative action that has the intent to hurt another person. Bullying is damaging and therefore enough reason to act. Underlying most bullying situations is an abuse of power and a desire to dominate and intimidate.  
Bullying can take many forms:-

<b>Physical</b>	includes fighting, pushing, shoving, gestures or invasion of personal space.
<b>Verbal</b>	includes name calling, referring to individuals and/or family members, offensive language, putting people down, intimidating eye contact.
<b>Visual</b>	includes offensive notes or material, graffiti or damaging other people's possessions.
<b>Victimisation</b>	includes stand-over tactics, picking on others, threats to 'get' people, repeated exclusion.
<b>Sexual</b>	includes touching or brushing against one in a sexual manner, sexually oriented jokes, drawing of, or writing about someone's body, using rude names or commenting about someone's morals, unwanted invitations of a sexual nature, asking questions about someone's private life.
<b>Racial Discrimination</b>	includes any derogatory reference to race or colour of skin.

## INTERVENTION

- Once identified, the bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented by the Student Welfare Team.
- Both bully and victim will be offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences will be implemented and consistent with the school's Student Wellbeing Policy.

## POST VIOLATION

- Consequences may involve:-
  - exclusion from class.
  - exclusion from yard.
  - detention
  - school suspension.
  - withdrawal of privileges.
- Ongoing monitoring of identified bullies.

### Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was reviewed by the Leadership Team in 2015

It will be reviewed again in 2018

This policy was ratified by the Education Board in 2012