

St. Justin's Catholic Primary School Oran Park



Bullying and Harassment Policy

2013

St. Justin's Catholic Primary School, Oran Park

Bullying and Harassment Policy

Rationale : In keeping with our Vision and Mission Statement we, at St. Justin's believe that all members of the school community (staff, children and parents) have the right to a learning and working environment free from intimidation, humiliation and hurt. We all share a responsibility to create a culture of caring which will not tolerate bullying. This policy builds on our school's and diocesan pastoral care policies and practices to provide clear and agreed procedures and strategies for combating bullying at St. Justin's, responding to bullying behaviours and supporting all parties involved. As a Catholic school community we are called to establish relationships, which are grounded in 'Faith, Reason and Harmony'. In giving witness to these Christian values we reject ideas, beliefs and behaviours, which marginalize or victimize people including any reference to racial vilification and sexual harassment.

Our Definition of Bullying:

Bullying is when someone, or a group of people, repeatedly upset or hurt another person, their property, reputation or social acceptance, which is unprovoked, not only at the time of the attack, but also with the threat of future attacks.

Many distressing behaviours are not examples of bullying, even though they are unpleasant and often require teacher intervention and management. Single episodes of nastiness or physical aggression are not the same as bullying.

We acknowledge that bullying can take many forms:

Physical Harassment

- *Punching, pushing, kicking, slapping, poking
- *Hair pulling, scratching, tripping, standing over someone
- *Taking or damaging items that belong to others
- *Forcing others to hand over food, money or other items
- *Forcing others to do something against their will
- *Making rude gestures e.g. monkey movements, extending the middle finger.

Verbal Harassment

- *Making fun of someone because of appearance, physical characteristics or cultural background
- *Making/calling out unacceptable comments (put downs)
- *Echoing whatever someone says in a mocking voice
- *Using rude words with a sexual meaning
- *Making threats (with or without follow up)
- *Making abusive phone calls.

Emotional Harassment and Cruelty

- *Repeated teasing, whispering about someone behind their back
- *Passing notes, emails, chatting on line, phone pranking about or to someone
- *Laughing at someone's mistakes
- *Excluding someone from group activities(with or without comment)
- *Refusing to talk to someone
- *Passing around nasty gossip with a view to making someone feel bad.

Social Harassment

- *Exclusion/rejection

- *Made to feel inferior, embarrassment, lack of acceptance
- *Ostracizing or humiliation
- *Cyber bullying.

Everyone at St Justin's is responsible for taking an active stance against all forms of bullying behaviour. The Principal is responsible for the implementation of the School Bullying and Harassment policy and procedures and will with the support and cooperation of the Behaviour Management Coordinator, the School Leadership Team and school staff, take appropriate steps to ensure that the school community is regularly made aware of the policy and procedures that are in place.

Staff will:

- 👏 Act as role models of caring and tolerant behaviour.
- 👏 Listen to and respond promptly to reports of bullying.
- 👏 Endeavour to protect the target of bullying from further harm.
- 👏 Act to prevent the bullying behaviour reoccurring.
- 👏 Give strategies to the targets of bullying to empower them.
- 👏 Mediate between the two parties when appropriate.
- 👏 Report instances of bullying behaviours observed on the playground to the class teacher.
- 👏 Report all instances of bullying to the Behaviour Management Coordinator who will ensure that the matter is tabled at a Leadership Team meeting.
- 👏 Explicitly teach bullying awareness through specific classroom lessons related to PDHPE.

Students who are bullied will be:

- 👏 Encouraged to use strategies to empower them to deal with the bullying.
- 👏 Encouraged to speak to a teacher giving full details of the incident.
- 👏 Encouraged to develop and speak to a network of teachers and friends.

Students who witness bullying will:

- 👏 Intervene if they can **safely** stop the bullying.
- 👏 Immediately seek teacher help if they can't stop the bullying.
- 👏 Report all incidents of bullying to a teacher or other member of staff.

Parents will:

- 👏 Listen objectively and sympathetically to reports of bullying.
- 👏 Contact the school to arrange an appointment with the child's class teacher in the first instance.
- 👏 Work with the school to find a solution.
- 👏 Reinforce the strategies that have been taught to the students.

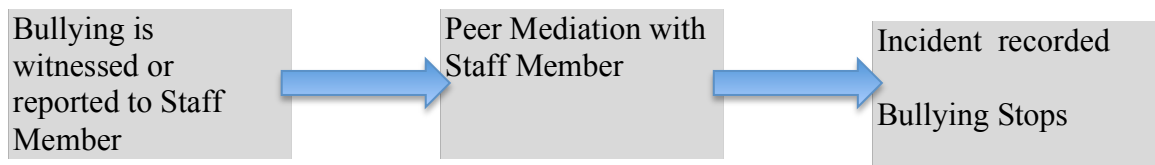
The School will:

- 👏 Conduct periodic surveys to determine the extent of bullying in the school from a student, parent and staff perspective.
- 👏 Organise a 'Harmony Day' (Anti-Bullying Day) each year, starting in 2012.
- 👏 Organise liturgies and assemblies where the value of the individual is affirmed and the importance of qualities such as compassion, kindness, reconciliation, tolerance, respect, honesty and justice are encouraged.
- 👏 Provide activities which develop a culture of caring for one another and acknowledging the worth and contribution of others and which helps develop compassion.
- 👏 Make appropriate provision of counselling or other support services.
- 👏 Make provision of support for parents through information nights and support networks.
- 👏 Purchase classroom resources to support the creation of a school culture of Anti-Bullying.
- 👏 Emphasise the development of social competencies through social skills programs in each year level including, Whole School Social Skills and Anti-Bullying Program.
- 👏 Inform parents of any child who is involved in persistent and/or serious bullying incidents.

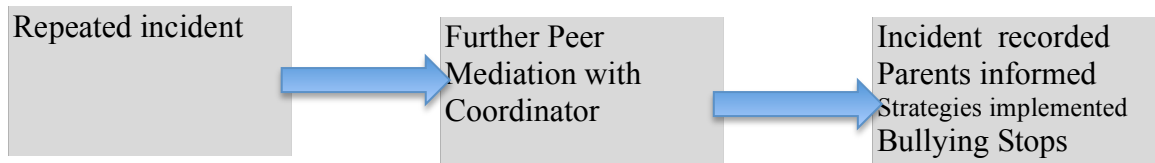
- 👉 Protect and support targets of bullying to eliminate the likelihood of them being bullied again.
- 👉 Work with parents of the child to establish joint strategies to assist the child making appropriate behavioural choices.
- 👉 Assist the child who is choosing to bully someone to change his/her behaviour.
- 👉 Remove any child who continues to bully from the playground/classroom/school in accordance with school and Diocesan policies for a period of time should there be no change in his/her behaviour.

BULLYING and HARASSMENT FLOWCHART

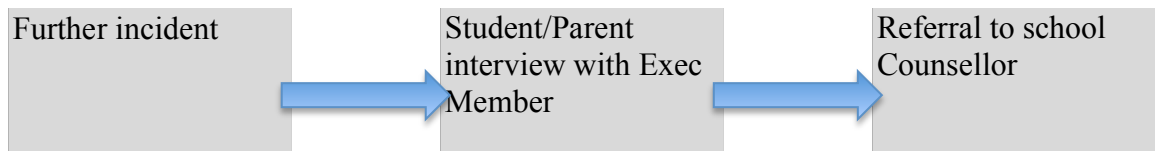
STEP 1



STEP 2



STEP 3



STEP 4

