

ST VINCENT'S PRIMARY SCHOOL
A Policy on Bullying and Harassment

New May 2000
Reviewed 2005
To Staff 30 March 2005
To School Community (P & F Meeting 22/07/2005) and Web Site
Reviewed 2009
Due for Review 2014

RATIONALE

St Vincent's aims to provide an environment in which each child is personally involved, in which he/she can develop as a child of integrity, social conscience and courage.

The school aims to establish a community in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. Every child has a right to enjoy his/her time at school.

The school does not tolerate bullying or harassment. Respect for others is expected.

PRINCIPLES

*At St Vincent's Primary School everyone has **rights and responsibilities.***

*Everyone has the right to
feel safe,
learn and grow
be respected
be valued*

*Everyone has the responsibility of -
respecting yourself
respecting others
using common sense
supporting others*

*At St Vincent's Primary School we do **NOT** tolerate bullying.*

DEFINITIONS

Bullying is any behaviour intended to hurt, injure, threaten or frighten another person in such a way that the person feels that he/she cannot do anything about it.

It is your right and responsibility to report bullying, whether it happens to you or to someone else.

*Bullying comes in many forms, including:
calling hurtful or racist names
being picked on
deliberately punching, hitting, bumping
teasing
spreading rumours about someone
mocking
repeatedly "putting down" someone
threatening
deliberately ignoring and avoiding
taking or damaging property*

*Bullying is the **misuse of power.**
Bullying is **uninvited aggressive** words or actions.
Bullying is **hurtful***

PROCEDURES

What to do if you are Bullied

- 1. Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.*
- 2. Seek help. Talk about it to someone you trust. There is nothing so awful that we can't talk about it with someone.*
- 3. Report it to a member of staff, or a prefect. The school does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily.*

"What to do if you know someone is being bullied.

- 1. Care enough to do something about it, whether it affects you personally or not. You have a responsibility to act. If you stand by and do nothing you give silent support to the person who is doing the bullying.*
- 2. Early intervention can defuse a situation before it gets out of hand.*
- 3. Report it to a member of staff or a school prefect, do not take matters into your own hands unless you feel immediate physical intervention is the only choice left to you.*

To Prevent Bullying

- 1. Respect yourself and others.*
- 2. Work to create a pleasant school environment for all.*
- 3. Learn to tolerate and accept individual differences.*
- 4. Support the school policy on bullying.*

St Vincent's Primary School Opposes Bullying

The school expects a high standard of behaviour at all times.

The school aims to provide a safe and caring environment for everyone.

The school has a policy for detecting, preventing and dealing with bullying.

The school is educating the children about issues related to bullying behaviour.

The school offers support to all students.

Parents can help

Take An Active Interest

- *in your child's social life*
- *in what is happening at school.*

Encourage Your Child

- *to bring friends home.*
- *to accept and tolerate differences in others.*

Build his/her Self Confidence

- *by recognising and affirming his/her positive qualities.*
- *by valuing him/her for who he/she is.*

Discuss with Your Child

- *the school's expectations about behaviour.*
- *ways to respond if his/her rights are infringed.*
- *get the full story, sometimes we need to help our children recognise their actions can be part of the problem.*

Encourage Constructive Responses

- *physical bullying or persistent teasing should be reported.*
- *hitting back or retaliating with name calling won't solve the problem.*

Set an Example

- *be firm, but not aggressive in setting behaviour limits.*
- *be positive in things you say and do.*

Be Alert for Signs of Distress

- *unwillingness to attend school.*
- *dropping off in academic performance.*
- *damaged clothing and frequent loss of personal property.*
- *loss of confidence and uncharacteristic mood changes.*
- *withdrawal from social activities.*

Act

- *if your child is being bullied **at school**, report it to the **class room** teacher.*
*Your report **WILL** be followed up.*

Do not approach another child or involve other parents as this causes further conflict and creates other problems. The School will deal with the problem in an objective and controlled manner.

What will happen when an incident is reported

St Vincent's School's approach is initially one of "No Blame" This involves meetings between a staff member, the victim(s) and the person(s) involved in the harassment. Feelings are discussed, details of the incident are noted, however blame is not attributed but the responsibility is placed in the hands of the group. However if the harassment is severe enough the offender or offenders will face consequences as per the Behaviour Management Plan.

First Reported Incident

Incident Report Form completed. (This may follow investigation)

Discussion and counselling (jointly and separately) of all parties involved

Action taken is recorded on Incident Report Form and a copy is taken for classroom records

Punishment or parent contact may be made as appropriate and recorded

Second and Further Incidents

A yellow slip will be sent home and appropriate consequences given.

Parent contacted

Repeat victims and offenders may be referred to school Social Worker.

A Red slip would be appropriate at this stage.

Extreme incidents will be dealt with in accordance with the severity of the harassment and parents contacted immediately the incident has been investigated.