All Saints Catholic Primary School

Anti Bullying and Harassment Policy

Developed by: Staff and School Board

Note: All references to ‘Staff members’ include Administration Staff, Support Teachers, Teachers and Temporary Relieving Teachers.

Underlying Assumptions, Philosophy and Rationale:
We at All Saints Catholic Primary School believe that:

- safety is a basic human right and a pre-requisite for a Catholic School to be able to carry out its mission to educate (SACCS Child Protection Policy 2000)
- we are all created in the image of God
- we all have the right to feel safe
- we all have the right to learn and work in a safe environment
- we all have the right to feel happy about who we are
- we all have the responsibility to keep ourselves and others safe
- we all have the responsibility to respect ourselves, others, and the property of others
- we all have the responsibility to restore relationships when conflict or harm has occurred.

Purpose/Aims:
Through the application of this policy, we at All Saints Catholic Primary School aim to:

- respond to bullying and harassment, which includes: ‘Repeated intimidating over time, of a physical, verbal or psychological nature of a less powerful person by a more powerful person or group of persons’
- frame the policy within the Vision Statement for our school. This vision identifies the Catholic school as a place which witnesses Gospel values. Therefore we have an underlying belief of building relationships based on respect, responsibility and restorative justice through reconciliation.
- respond to any form of bullying and harassment in an informed and supportive manner. This policy contemplates bullying & harassment between children. Should a situation arise where a child is bullied or harassed by an adult this will be referred to the Principal.
Types of Bullying and Harassment might include:

**Physical**
- Fighting, pushing, shoving, gestures.
- Stand-over tactics, gangs, picking on others.

**Verbal**
- Name calling, put downs, pay outs.
- Offensive language.
- Slander (putting people down behind their back.)
- Teasing, making fun of others.
- Saying nasty things about others.
- Threats to “get” others.
- Pressuring people to do things against their will.

**Sexual**
- Inappropriate sexual comments.
- Touching or brushing against someone after being asked to stop.
- Unwelcome staring, whistling, gesturing or making comments about someone’s body, looks or clothing.
- Writing and distributing rude or unpleasant notes about someone.
- Telling jokes or showing reading matter or pictures that are offensive.
- Making comments about another person’s sexuality.

**Racial**
- Making degrading comments or gestures about another person’s culture, background or language.
- Calling someone names because of their race.
- Telling jokes or showing offensive material.
- Deliberately excluding others because of their race.

**Libel/Slander**
- Spreading rumours or stories about someone or their family.
- Writing anything offensive or untrue about someone or about groups to which they belong.
- Offensive notes or graffiti about others.

**Cyberbullying (Text Messaging, SMS, Social Media)**
- Threatening or offensive language.
- Put downs and/or pay outs.
- Teasing.
- Saying nasty things.

In support of this policy:

**The Principal will:**
- provide clear guidelines and procedures to staff
- provide relevant professional development in bullying and harassment management
- ensure that the values of restorative justice are modeled and supported in all bullying and harassment incidents
- communicate with children and families in a sensitive manner

**How the school will respond to those who experience bullying and harassment:**
- The school will counsel the child to determine what is happening. This may occur in a 1:1 situation, in a group or in circle time.
- As soon as the school becomes aware of a child who is experiencing bullying & harassment the parents/carers will be notified to discuss the situation and to determine a plan of action.
- Listen seriously to all children who bring bullying and harassment issues to their attention.
- Assist children to develop strategies to manage bullying and harassment incidents.
- Restore working relationships between the children involved.
- Work with children and families to help resolve bullying and harassment incidents.
How the School will respond to those who bully or harass others

- Counsel the child to determine what is happening
- Notify the family to discuss the situation and to determine a plan of action
- Instigate a special play program or in class program to monitor the situation
- Internally suspend the child for repeated episodes
- Externally suspend if behaviour has not been modified
- Review the enrolment conditions if continued episodes occur.

In support of the policy children will:

- ensure they communicate to a responsible adult their concerns if they find themselves or others being bullied or harassed
- learn to develop and implement strategies to deal effectively with bullying and harassment
- participate fully in a restorative process either in 1:1, group or circle time to restore the working relationship(s) of those when they have hurt or been hurt
- adhere to the anti-bullying and harassment policy

If bullying or harassment occurs the child should:

- initially try to ignore it and walk away
- tell the person to stop. (You may need a friend to help you.)
- tell them how the behaviour makes you feel
- tell them it is a serious offence
- tell their family or other significant adult. Tell them exactly what happened and what steps they have taken. (They may need a friend to help them.)
- tell their Class Teacher/ school leader if the behaviour continues as the school will take all steps to work with them and their family to ensure their protection and well-being.

If the child is bullying or harassing someone they should:

- Stop! Bullying or harassment is not acceptable in our school.
- Think of other acceptable ways to get what they want. They may need to discuss these with someone they trust.

Parents/Carers will support this policy by:

- working cooperatively with staff and children in dealing effectively with bullying and harassment issues
- promptly communicate to the school if they become aware of any bullying and harassment incidents involving their child at school
- supporting their child(ren) in developing strategies to effectively deal with bullying and harassment
- supporting the Restorative Practice approach to restoring relationships where possible
What Can Parents/Carers Do?

If your child is being bullied or harassed:

- stay calm and listen carefully when they tell you about it.
- affirm that they have the right to feel safe and that you will help them
- notify the school as soon as possible with the Class Teacher being the first point of contact
- plan an assertive, non-violent course of action towards bullying or harassment with your child
- rehearse with your child ways of responding to bullying or harassment
- watch for signs of being bullied or harassed: eg reluctance to go to school; unexplained injuries; extra hungry; unaccounted for pocket money; moodiness; nightmares; wanting lifts to and from school.

If your child is bullying or harassing others:

- tell them to stop. Talk to them about why bullying or harassment is unacceptable and discuss alternative ways of getting their needs met.

Implementation:

All staff, parents, carers and children will be made aware of and have access to the policy via the school website.

Basis of Discretion:

Nil

Support Documents:

- SACCS Child Protection Policy 2000
- All Saints Anti Bullying and Harassment brochure
- Development of Personal Responsibility Policy

Financial Budget:

Nil

Resources:

N/A

Signed (Principal on behalf of School Board)

Date 17th September 2014

Date to be reviewed September 2017