

BULLYING POLICY

Positive Relationships Program and Anti-Bullying Policy:

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

Statement of Beliefs:

At St Anthony's we believe that all members of our school community have an equal right to feel safe and secure at school. "I have come that they may have life and have it to the full". These words of Jesus form the basis of St Anthony's Mission Statement. Christ's spirit and values permeate all areas of learning and school life and take precedence over all others. Bullying is unacceptable behaviour that conflicts with these values of the school and as such has no place in our school community.

Definition:

We define bullying as the deliberate, repeated hurting of another person by a more powerful person or group of persons to dominate, exclude or intimidate others through emotional/psychological, verbal or physical means. Examples of these three types of bullying:

Physical:	hitting, kicking, punching, taking or damaging belongings, pinching, pushing, violent physical attack.
Verbal:	name calling, insulting, racist remarks, obscenities; telephone/email harassment, sexual harassment.
Emotional/Psychological:	spreading rumours and nasty stories, exclusion, threat of harm, threatening gestures, isolation.

Guidelines:

1. St Anthony's is a peace loving community and hence aims to eliminate bullying through whole school community involvement, awareness and education
2. The school community is characteristically an environment of trust and understanding where:
 - The victims of bullying feel empowered to seek help to deal with the situation
 - The person using bullying is assisted in changing behaviour
 - The opportunity for reconciliation is provided
3. A clear set of procedures is in place as a guide for staff, students and parents to manage bullying situations.
4. The school encourages

Staff:

- to be role models in words and actions at all times
- to be proactive in eliminating bullying
- to deal with bullying as set out in school's procedures
- to support both the person who is victim and the person who is bullying, according to their individual needs

Students:

- report incidents of bullying to parents or teacher or both
- choose not to be involved in any bullying behaviour
- support the victim in a bullying situation

Parents and Caregivers:

- to be role models in words and actions at all times
- to encourage their child to report bullying to a staff member.
- to inform class teacher of bullying or suspected bullying
- to work with the school to address/modify bullying issues in accordance with school procedures.

St Anthony's Procedures for Dealing with Bullying Behaviour**Proactive Procedures:**

- To provide an educative process with regard to bullying for all stakeholders -Parents, staff and students. This will be done via professional development, newsletters, classroom lessons, etc.
- Social skills including conflict resolution are taught through class lessons. Students are taught how to play games and use playground space effectively. Strategies for dealing with bullying are discussed.
- Parents, Staff and Students are encouraged to watch for and report instances of bullying behaviour to the appropriate person – parent, teacher, administration member.
- A formal method of reporting Bullying Behaviour is available for students, parents and teachers. ("Green Slips" are made available to all parties and completed slips deposited in secure box in Library.)
- All reported cases are investigated for the purpose of clarification and follow up support.

Reactive Procedures:

- Members of the Leadership Team will investigate all reports of bullying behaviour. A member of the Leadership Team will interview students involved in reported bullying behaviour to establish the

nature of the incident. A “no blame” approach and process will be followed.

- Appropriate support/consequences will be put in place for all those involved as required. A range of options for follow up support/consequences will be considered depending on the individual and the nature of the situation. Some of these may be: counselling, mediation, restitution, detention or some other logical consequence.
- A record of the student’s bullying behaviour/ action plans/ review will be kept in central student files.
- A record of the behaviour of the person who was bullied/ action plans/ review will be kept in central files.
- Once it has been established that bullying behaviour has occurred, contact with parent/caregivers will be made. In the case of further incidences of a student choosing bullying behaviour, a meeting with parents/caregivers will be held. A Goal Setting/Action Plan will be undertaken and reviewed.
- Contact will be made with parent/caregivers of a student who repeatedly displays victim behaviours. A Goal Setting/ Action Plan will be undertaken and reviewed.
- Referral to Guidance Counsellor and other support people may occur when bullying/victim behaviour is persistent and resistant to change.

SACRAMENTAL PROGRAMS

Sacramental programs are parish programs with obvious school involvement and support. Sacrament dates for 2011 will be advised early in the year.