Our Lady Help of Christians Primary School

Anti-Bullying Policy

Rationale:
We believe that it is the responsibility of all members of the community, students, parents, staff and clergy, to respond to the Gospel call in offering care and support to enable each member to grow in their journey towards wholeness. This belief, grounded in Christian faith, requires us to recognise and affirm the innate dignity, worth and uniqueness of individual persons.

Consequently, we believe that all members of Our Lady Help of Christians School community have the right to feel that they are in a safe and secure environment. This can be best achieved through communicating, teaching and modeling common understandings that are shared between home and school.

Our programs are designed to promote student wellbeing by feeling safe and supported, and incorporate teaching and modeling values such as tolerance, respect for others, assertiveness self-awareness and self-esteem.

Our Discipline Policy encourages personal responsibility for one’s own behaviour, and the development of positive relationships.

Aims:
- To ensure all students have a sound understanding of the concept of bullying in its varying forms, are able to identify when they see it occur and know the steps to take to intervene.
- To promote awareness of our school bullying prevention strategies and procedures.
- To empower all students to take action if they see bullying, based on a whole school systematic approach.
- To commit time and resources into effective preventative practices.

Implementation:
- MJR Families: (fortnightly)
- Play areas designed for different activities — e.g. SPA area, sandpit
- Co-operative group work in all classes
- Class/Group Problem Solving
- Home/Community Consultations.
- Positive Behaviour Management Policy
- Classroom meetings
- S.R.C. meetings
- Extra-curricula groups - competition sporting activities, Inter School Sports.
- Acknowledgement of individual achievements at school assemblies, God Moment Awards, WEST Bands
- Behaviour Management Plan — where required for individual students
- Staff PD Larmenier School Outreach Program for dealing with students’ social, emotional, and behavioural issues.
• Red Slips to inform parents.
• Availability and the promotion of school website to view relevant policies such as Positive Behaviour Management Policy, Grievance Policy.
• Inserts in school newsletter of relevant policies.

WHAT IS BULLYING?
Bullying is a conscious, planned and a repeated act.
Bullying is when someone is subjected to behaviour which may be hurtful, threatening or frightening.
Bullying can be either an individual or group action.
It can cause distress at the time and has the potential to be a threat in the future Bullying can take a number of forms — Physical, Verbal, Non-verbal, Gesture, Sexual Harassment, Telephone, E-mail, Extortion or Written

FORMS OF BULLYING

Physical Bullying
Includes fighting, pushing, spitting, shoving, pinching, gestures, invasion of personal space or other unwelcome physical contact.

Verbal Bullying
Includes name calling, teasing, offensive language, spreading rumours about other, putting people down, belittling their abilities or achievement, picking on people, degrading or ridiculing their culture, race, physical appearance, gender, religious or social background. Making suggestive comments or other forms of sexual abuse.

Gesture Bullying
Includes offensive notes or materials, graffiti, damage to other people's property by interfering, stealing hiding or damaging or destroying it.

Telephone Bullying
Involves students who repeatedly phone others' homes with the intention to harass or cause discomfort.

Extortion Bullying
Includes standover tactics, bullying others into giving up possessions, picking on others, threats to 'get people', forcing others against their will.

Non-verbal Bullying
Involves the use of nasty body language, includes being left out of activities on purpose.

Cyber Bullying
Involves harassing others over the Internet including Facebook, emails.

PREVENTION OF BULLYING
We have the following policies, programs and strategies in place in order to develop students' self-esteem, personal responsibility and positive relationships.

Policies & Programs:
• Anti Bullying Power of One program.
• R.E. Program
• Making Jesus Real Program
- Pastoral Care Policy
- Discipline Policy — which deals with School rules, Classroom and Playground Rules, Rights and Responsibilities
- Community Building Activities — School Masses, Weekly Assemblies
- School Concert
- Prep and Year 6 Buddies
- Year 5/6 Camp Program
- Sports Day
- S.R.C.

**Strategies:**
- MJR Families: (fortnightly)
- Play areas designed for different activities — e.g. SPA area, sandpit
- Co-operative group work in all classes
- Class/Group Problem Solving
- Home/Community Consultations.
- Positive Behaviour Management Policy
- Classroom meetings
- S.R.C. meetings
- Extra-curricula groups - competition sporting activities – Carlton Multicultural Program, Inter School Sports.
- Acknowledgement of individual achievements at school assemblies, God Moment Awards, WEST Bands
- Behaviour Management Plan — where required for individual students
- Staff PD Larmenier School Ourtreach Program for dealing with students’ social, emotional, and behavioural issues.
- Red Slips to inform parents.
- Availability and the promotion of school website to view relevant policies such as assertive discipline policy, grievance procedures.
- Inserts in school newsletter of relevant policies

**Intervention - When Bullying Occurs:**
- Establish support groups for students involved - group members e.g. class teacher, student (perpetrator or victim) parents, R.E.C. or Principal
- In support group — discuss incident/s, encourage student/s (victim) to request or suggest (perpetrator) how situation could be resolved
- Make a Plan for what needs to happen.
- Set a date for a follow up meeting.

**Evaluation:**

This policy will be reviewed as part of the school’s review cycle.
We will be alert to the school culture and dynamics occurring within. We will act immediately when issues arise. We will have an ongoing dialogue about prevention of bullying.