



ST. PETER'S PRIMARY SCHOOL ANTI-BULLYING POLICY

Definition:

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion. (www.eduweb.vic.gov.au/bullying)

Rationale:

- St. Peter's will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.
- St. Peter's Primary School maintains a 'culture of child safety' by actively implementing strategies in accordance with its moral & legal obligations and Victorian Government Ministerial Order 870.

Aims:

- To reinforce within the St. Peter's community what bullying is, and the fact that it is unacceptable.
- For everyone within the St. Peter's community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.
- To encourage a safe and welcoming community that promotes a working and learning environment where positive attitudes are nurtured.
- To establish processes that help prevent bullying and encourage strategies to identify and resolve incidents of bullying.

Implementation:

- Parents, teachers, students and the community will be aware of the St. Peter's position on bullying.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- St. Peter's will adopt a four-phase approach to bullying.
- St Peter's is an eSmart school which creates a respectful environment to safeguard the wellbeing of all members of our school community.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the St. Peter's programs and response.
- To implement 'Social Emotional Learning' that promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.

- All students to be provided with individual and confidential computer and network log-ins and passwords. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls to be installed to eliminate outside traffic into the school's network and intranet.
- The curriculum to include anti-bullying messages and strategies e.g. 'Social Emotional Learning, Assertive Discipline and Restorative Practices.'
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and Principal on a regular basis reminding students and staff to report incidents of bullying.
- Regular monitoring of student traffic on school's computer networks to identify potential Problems.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- Parents to be contacted.

C. Intervention:

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Parents to be contacted.
- Both bullies and victims will be offered counselling and support.
- Removal of cyber-bullies from access to the school's network and computers for a period of time.
- If student bullying persists parents will be contacted and consequences implemented.
- If staff bullying persists the Principal will commence formal disciplinary action.

D. Post Violation:

- Consequences for students will be individually based and may involve:-
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary actions

Evaluation:

- This policy will be reviewed as part of the St. Peter's review cycle.

This policy was ratified in October 2019