

# Annunciation PRIMARY SCHOOL

# ANTI BULLYING

## POLICY



### **Definition:**

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

### **Rationale:**

- Our behaviour Management philosophy is based around the principles of the CASEA program.
- The school 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.

### **Aims:**

- To support everyone in our school community to feel safe within the school.
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To ensure that everyone within the school community is 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.

### **Implementation:**

Our approach requires the whole school community to play a part in making sure that Annunciation is a 'No Bully Tolerance' school.

### **Gospel Values are the foundation stone upon which the school rules are based:**

1. To act and speak in a courteous way.
2. To be truthful and honest.
3. To resolve conflict in a constructive and positive way.
4. To act with fairness.
5. To act carefully and safely at all times.
6. To be friendly, accepting and tolerant towards others.

### **Teachers will:**

- Ensure students follow the school rules and understand what bullying is.
- Be observant for suspected cases of bullying.
- Listen to concerns and offer guidance and assistance.
- Communicate openly with parents and contact relevant organisations for school and home support.

- Follow through any reports of bullying.

**Students will be encouraged to**

- Follow the school rules.
- Tell a staff member of any bullying occurring to themselves or others.
- To seek help and not be a bystander in cases of bullying.

**Parents are advised to:**

- Watch for signs of bullying and changes in their child's behaviour. (e.g. – reluctance to go to school, excessive tears, wetting the bed, anxiety, withdrawal from peers or family)
- Support their child in reporting cases of bullying to the class teacher / principal.
- Communicate openly with the school where bullying is of concern.

**A. Primary Prevention:**

- Professional development for staff relating to bullying, harassment and proven counter measures.
- School awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide practices that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify at the start of each year the school policy on bullying and behavioural expectations
- The curriculum to include anti-bullying messages and strategies eg: 'Stop, Think, Do.'

**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.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

**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.
- Both bullies and victims will be offered support.
- 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.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
  - school suspension if bullying escalates
- Reinforcement and recognition of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- 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 with whole staff, student, parent and community input as part of the school's four-year review cycle.

Annunciation Catholic Primary School  
promotes the safety, wellbeing and inclusion of all children.

June 2016

This policy was last reviewed in

Principal signature

**Resouces and Helpful Websites:**

Bill Rogers Video Pack

“Friendly Kids, Friendly Classrooms” – Helen McGrath

Think U Know – [www.thinkuknow.org.au](http://www.thinkuknow.org.au)

Bullying, No Way – [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

Cybersmart – [www.cybersmart.gov.au](http://www.cybersmart.gov.au)

Alannah and Madeline Foundation – [www.amf.org.au](http://www.amf.org.au)

Reach Out – [www.reachout.com](http://www.reachout.com)