St Brendan’s Primary School
Anti Bullying Policy

RATIONALE
Students, staff and parents of St. Brendan’s are all integral members of our school community. We are committed to ensuring a safe, caring and Christian environment for our children, living out the Vision and Mission Statement for our school.

Bullying often describes a form of harassment perpetrated by an abuser who possesses more physical and/or social power and dominance than the victim. A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

PRINCIPLE
The school believes that the children in our care have the right to be in a positive environment, where bullying is not accepted. In doing so, 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.

PROCEDURAL GUIDELINES
The following steps will be taken:

• We aim to reinforce within the school community what bullying is, and the fact that it is unacceptable.
• We encourage everyone within the school 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.
• We aim to ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
• We aim to seek parental and peer-group support and co-operation at all times.
• We aim to provide education within a Catholic framework in partnership with parents and the wider community.
• We aim to provide a proactive approach to bullying with prevention being a high priority.
• We aim to follow the guidelines of the National Safe Schools Framework.
• Parents, teachers, students and the community will be aware of the school’s position on bullying.
The school will adopt a four-phase approach to bullying that is further elaborated in the use of the ‘strategies map’.

A. Primary Prevention:
   • Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
   • Community awareness and input relating to bullying, its characteristics and the school’s programs and response.
   • Provision of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
   • A bullying survey and yard survey will be administered and acted upon.
   • Each classroom teacher will clarify at the start of each year the school policy on bullying.
   • Student Representative Council, staff and students to promote the philosophy of ‘No Put Downs’.

B. Early Intervention:
   • Promotion of reporting bullying incidents involving themselves or others.
   • Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
   • 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:
   • Those identified as demonstrating bullying behaviours will be counselled.
   • Once identified; bully victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
   • Both bully and victim offered counselling and support.
   • If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school’s Student Behavioural Contract.

D. Post Violation:
   Consequences may involve:-
   • exclusion from class
   • exclusion from yard
   • more concentrated supervision
   • internal suspension
   • school suspension
   • withdrawal of privileges
   • ongoing counselling from appropriate agency for both victim and bully
   • ongoing monitoring of identified bullies
   • rewards for positive behaviour
EVALUATION

The Student Welbeing Coordinator will prepare an annual report in consultation with classroom teachers. This evaluation will examine the successes and concerns and raise recommendations for future needs.

This policy and program will have a major review every three years.

ACHIEVEMENT MEASURES

- Use of annual parent survey to measure parent satisfaction and perception of school performance.

- Identified behaviours, both positive and negative identified at staff meetings with opportunity to review staff, parent and student actions.

- A student survey conducted twice a year to provide a data that ensures outcomes re anti-bullying are being met across the school.