St Paul’s Primary School
Monbulk
Anti Bullying Policy (Students)

Rationale
St Paul's recognises the importance of demonstrating respect for the dignity of each student and of creating an environment where a sense of belonging for all is experienced. These aspirations are central to the wellbeing of individual students and to a school environment where all feel safe and respected.

St Paul's believes that in order for students to learn to the best of their ability and to extend personal growth, they must have a safe and friendly environment in which to spend their time. 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, and a right to feel safe and secure in their school environment.

St Paul’s recognises that it has a duty of care to take reasonable measures to prevent foreseeable risks of injury to its students.

The Anti-bullying Policy (Students) should be implemented in conjunction with St Paul's PAASS Document and eSmart Policy.

Definition of Bullying
There are some specific types of bullying behaviour:

- Verbal or written abuse - such as targeted name-calling or jokes, or displaying offensive posters
- Violence - including threats of violence
- Cyberbullying - either online or via mobile phone
- Sexual harassment - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
- Homophobia and other hostile behaviour towards students relating to gender and sexuality
- Discrimination including racial discrimination - treating people differently because of their identity.

The following, although unpleasant and distressing, are not forms of bullying behaviour:

- Mutual conflict - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Single-episode acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
Aims of Anti-Bullying Policy

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- 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.
- 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 cooperation at all times.

Structure of Anti-Bullying policy

The school will adopt a four-phase approach:

**A. Primary Prevention: Community education**

- 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
- To provide and implement practices that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, e.g. Restorative Practices
- Feedback from students will be sought in order to monitor the school’s culture with regard to bullying
- The Wellbeing Program to clarify at the start of each year the school policy on positive behaviours and bullying
- School leaders, staff and students to promote the philosophy of ‘No Put Downs’.
- Strict monitoring of student behaviour at recess and lunch breaks.

**B. Early Intervention**

- Encourage children to report bullying incidents involving themselves or others
- Classroom teachers regularly reminding students to report incidents, and that reporting is not dobbing
- Parents encouraged to contact school immediately if they become aware of a problem
- Safe playground areas are regularly publicised and supervised
- Public recognition for positive behaviours at weekly Prayer Gathering/Assembly
- Principal informed of all bullying incidents.

**C. Intervention**

- Once identified, bully, victim and witnesses spoken with, and all incidents or allegations of bullying fully investigated and documented
- Both bully and victim offered counselling and support in individual meetings and in combined/mediated setting, if appropriate
In all incidents of bullying, parents will be contacted and consequences implemented.

**D. Post-violation policy outcomes**
The severity of the incident, level of remorse and previous behavioural history of the bully will affect severity of discipline. In all instances, however, the school will continue:
- Ongoing monitoring of identified bullies/victims
- Ongoing counselling, where required, for both victim and bully
- Public acknowledgement for positive behaviour and reinforcement of school rules.

**Implementation of Policy**
- Parents, teachers, students and the community will be aware of the school’s position on bullying
- Staff will be made aware of their responsibilities with regard to the policy
- Publication of policy via school publications, e.g. Parent Handbook
- Appropriate professional learning opportunities will be provided for staff.

**Responsibilities and Delegations**

**School Staff**
Schhol staff have a responsibility to:
- Respect and support students
- Model and promote appropriate behaviour
- Have a knowledge of school policies: Positive Action Agreement for a Safe School (PAASS) and Anti-bullying Policy
- Respond in a timely manner to incidents of bullying.
Additionally, teachers have a responsibility to provide a curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students**
Students have a responsibility to:
- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Follow the school Positive Action Agreement for a Safe School (PAASS) and Anti-bullying Policy
- Behave as responsible bystanders
- Report incidents of bullying immediately.

**Parents/Guardians**
Parents and caregivers have a responsibility to:
- Support their children to become responsible citizens and to develop responsible on-line behaviour
- Be aware of the school Positive Action Agreement for a Safe School (PAASS) and Anti-bullying Policy, and assist their children in understanding bullying behaviour
- Support their children in developing positive responses to incidents of bullying
- Report incidents of school-related bullying behaviour to the school

*Policy No. 4.11 – Anti Bullying Policy (Students)*
- Work collaboratively with the school to resolve incidents of bullying when they occur

**The School Community**

All members of the school community have the responsibility to:

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Support the school’s Anti-bullying Policy through words and actions
- Work collaboratively with the school to resolve incidents of bullying when they occur.