



## DEALING WITH BULLYING, HARASSMENT, AGGRESSION AND VIOLENCE (STUDENT) PROCEDURE

Sources of Authority	
CECWA Policy	Community
Executive Directive	Student Safety and Wellbeing

### Rationale

St Andrew's Catholic Primary School has a responsibility to provide an educational environment that promotes the dignity and respect of the person and therefore, aims to eliminate bullying, harassment and violence in all forms.

Learning outcomes, physical health, emotional, psychological and spiritual wellbeing can be adversely affected by bullying and harassment.

The guidelines from both the National Principles for Child Safe Organisations and the CEWA Child Safe Framework provide an overarching approach to promoting the care and wellbeing of all children at St Andrew's Catholic Primary School. These frameworks emphasize the importance of student safety and wellbeing as a pre-requisite for effective learning in all school settings.

### Definitions

Bullying can involve:

- A desire to hurt
- Repetitive acts, causing distress, not only at the time of the attack but also by the threat of future attacks
- An imbalance of power (that is inappropriate and where there is an intention to hurt)
- Its nature may be:
  - Verbal – name calling, put downs, threats (spoken, written or electronic)
  - Physical – hitting, tripping, punching, throwing objects, stealing
  - Social – ignoring, hiding, ostracising
  - Psychological – stalking, threatening looks, spreading rumours, damaging possessions

Harassment is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. Harassment can be seen as one form of bullying.

Unlike bullying and harassment, violence is not necessarily associated with an imbalance of power. It can occur between people of equal power. It implies forcefulness, (usually but not always) of a physical kind.

## **Background Information**

- St Andrew's Catholic Primary School has a duty of care to its students.
- St Andrew's Catholic Primary School provides supportive environments, which promote respect for self and others, physical/ emotional wellbeing and positive mental health.
- Dealing with bullying and harassment requires a whole school approach.
- When bullying and harassment are ignored or overlooked, it serves to condone and reinforce the behaviour.

## **Whole School Approach**

- St Andrew's Catholic Primary School has developed a whole-school approach to bullying and harassment.
- This whole-school approach is based on assessment of the school's bullying and harassment prevalence and awareness.
- This approach includes whole-school common understandings about the school's response to bullying, clear, consistent procedure for the management of bullying and harassment incidents, identification and promotion of positive behaviours and reporting and monitoring of bullying and harassment incidents.
- This bullying procedure is implemented and promoted to the whole-school community. A copy of St Andrew's CPS 'Procedure on Bullying – Information for Parents' is available for parents.
- Incidents of bullying and harassment are recorded on SEQTA. Details regarding follow-up with parents/ students as well as any consultation with outside agencies in respect of students are also recorded on SEQTA.

## **Whole School Ethos**

- School leadership is committed through policy and practice to a shared vision of a safe and friendly school.
- A whole-school ethos and environment that provides safety, security and support for students is developed and maintained.
- Awareness is raised to increase understanding of this bullying policy.
- A shared understanding of bullying behaviour is promoted.
- Teaching and non-teaching staff behaviour and attitudes are consistent with the school policy.
- Positive peer support and influence to reduce and prevent bullying is encouraged and valued.
- Students understand they have the right to seek help to resolve bullying and harassment issues.
- Participation of the whole-school community in addressing bullying is encouraged and valued.
- Active participation of all school community members is encouraged in developing and maintaining a safe school community where diversity is valued.
- Confidentiality is maintained when bullying incidents occur.

St Andrew's School will not tolerate bullying, harassment, aggression and violence. We encourage all members of the school community to take a pro-active stance that promotes safety and wellbeing.

## **Student Rights and Responsibilities**

Students have a right to:

- learn in a purposeful and supportive environment.
- work and play in a safe, secure, friendly and clean environment.
- respect, courtesy, honesty and have their possessions respected.
- demonstrate and promote pride in their school.
- be proud of their school.

Students have a responsibility to:

- ensure their behaviour is not disruptive to the learning of others.
- ensure that their school environment is kept neat, tidy and secure.
- attend school and be punctual, polite prepared and display a positive manner.
- behave in a way that protects the safety and wellbeing of others.
- treat others with respect and courtesy.

## **Student Support**

- Professional development is offered to staff to assist in the identification of bullying incidents.
- Key staff members, including members of the Leadership team, develop problem-solving methods and endeavour to use restorative practices in seeking reconciliation between students.
- Support is provided for students involved in bullying situations to develop positive behaviours, including students who are bullied, students who are bullying and bystanders.
- Awareness is raised about the purpose of positive behaviour strategies and support programmes.
- Peer support is encouraged to support students in the development of positive behaviours and social skills.

## **Classroom Practice**

- Teachers and staff understand their responsibility as behavioural role-models.
- Teaching and learning activities actively engage students in developmentally appropriate ways to address bullying, including cyberbullying in any form. The 'Keeping Safe Child Protection Curriculum' is implemented in all classrooms.
- All staff recognise each child's right to be heard and to have a voice in all decisions affecting them.
- School rules are displayed and discussed in classrooms.
- Teachers use positive behaviour management in the classroom.
- Cooperative learning methods and activities are used to foster appropriate social behaviours.
- Peers are encouraged to take action to reduce bullying.
- Making Jesus Real awards and Merit awards help promote tolerance and an acceptance of difference.

## **Family Links**

- Open channels of communication are encouraged with families.
- Information about CEWA policies and school procedures are provided to families.
- Parents are encouraged to identify and report incidents of bullying or harassment.
- Parent contact about bullying incidents is managed by a member of the Leadership team and the classroom teacher.
- Opportunities for families to link with community professionals are facilitated.

## **Physical Environment**

- An attractive, friendly school environment is maintained.
- Positive ways of behaving in the playground are developed, encouraged and rewarded at a whole-school level.
- Appropriate, highly visible supervision of the school grounds is provided.
- Play areas, out-of-bounds areas and safe areas (library) are identified and clearly defined to students.
- Bullying incidents are recorded and managed.
- Opportunities for social interaction, games and rules development are provided.