



"A light beneath our feet"

ST ANTHONY'S SCHOOL

MANAGING BULLYING BEHAVIOUR

SCHOOL VISION STATEMENT

St Anthony's School community works collaboratively to teach and live the values of Christ. While respecting tradition, and to meet the demands of a rapidly changing society, it strives to educate our children to reach their full potential.

St Anthony's School strives to offer a safe and secure environment where our PADUA values can be developed in an atmosphere of faith and trust. As staff, students and parents, we each have a responsibility to promote a community where all members reflect the school's PADUA Values and the attributes of the St Anthony's Way.

Bullying has a detrimental effect on the Spiritual, Physical, Social, Emotional and Educational wellbeing of the child. We are committed to providing a safe and caring environment, that fosters respect for others and does not tolerate bullying.

St Anthony's School Values

We will each give our **P**ersonal best.

We will each model faith in **A**ction.

We will embrace **D**iversity and difference.

We will be **U**nited.

We will **A**ppreciate and respect each person equally.





WHOLE SCHOOL/COMMUNITY POSITIVE EXPECTATIONS

The St Anthony's Way

All members of St Anthony's School Community:

- follow and model the school values
- are respectful
- represent self, family, school and community positively
- communicate effectively
- value others
- care about and protect our environment



A St Anthony's School Student	A St Anthony's School Staff Member	A St Anthony's School Parent / Carer
<ul style="list-style-type: none"> • strives to act like Jesus • is accepting • demonstrates resilience • is responsible • has high expectations of self • is engaged • is considerate • demonstrates good manners • cares for others • sees mistakes as a learning opportunity • works as a team • is a problem solver <div style="text-align: center; margin-top: 10px;">  </div>	<ul style="list-style-type: none"> • is Christ centred • is compassionate • is collaborative • is adaptable • sets high expectations for all • is pastoral • is supportive • is approachable • is professional • is a learner • promotes a joyful environment • strives for excellence • builds trusting relationships • creates safe, calm and engaging environments • caters for children as individuals in a kind and caring way • is present • is accountable • is innovative • builds partnerships with parents, carers, community and parish 	<ul style="list-style-type: none"> • is faithful • is committed • is supportive of school • empowers their children • is proud of their children • values and engages in learning • actively partners in their child's education • is a positive community role model • connects with the community and parish • promotes equity • fosters positive relationships with the school and community • accepts others • promotes independence, resilience and perseverance

'A light beneath our feet'

DEFINITIONS

Bullying is comprised of behaviours that are intentional, persistent and intended to humiliate. Bullying often forces the person/s bullied to feel disempowered and vulnerable to being isolated. Empowerment of each person to deal with and have control when placed in situations when bullying does occur, is vital in ensuring the bullying cycle is broken.

At St Anthony's School we believe that bullying falls under five broad categories.

PHYSICAL BULLYING: repetitive low level hitting, kicking, pinching, pushing, tripping, "ganging up", unwanted physical touching, and damage to personal property. High levels of physical assault may be classified as violence.

EMOTIONAL BULLYING: repeated stalking, threats or implied threats, unwanted email or text messaging, abusive websites, threatening gestures, manipulation, emotional black-mail and/or threats to an individual's reputation and sense of safety.

VERBAL BULLYING: the repeated use of words and/or sounds intended to hurt or humiliate another individual or group including using put-downs, insulting language, name-calling, swearing, nasty notes and homophobic, racist or sexist comments.

RELATIONAL BULLYING: repeatedly excluding others by leaving them out or convincing others to ostracize or reject another individual or group from their social connections, repeated negative body language towards an individual, making up or spreading rumours and sharing or threatening to share others' personal information.

CYBER BULLYING: using information and communication technologies such as e-mail, text messages, instant messaging and websites to engage in the bullying of other individuals or groups. Technology provides an alternative means for verbal, relational and psychological forms of bullying.

At St Anthony's we take an active role in minimising bullying by ensuring that we:

- Openly talk about bullying – what it is, how it affects us, what we can do about it;
- Teach students the skills designed to build self-esteem, provide multiple opportunities to practise these skills and empower students to take responsibility for themselves;
- Protect and support the victim;
- Work with parents of the victim to assist in applying skills to avoid being bullied in future;
- Practice interventions that promote a change of behaviour in the bully;
- Work with parents of the bully to establish joint strategies for behaviour modification;
- If necessary, provide access to specialised counselling help for the victim and the bully.
- Keep adequate records of all bullying incidents;
- Ensure all actions taken are in line with the St Anthony's procedure for Dealing with Bullying, Harassment, Aggression and Violence.

WAYS IN WHICH WE DEVELOP A BULLY-FREE SCHOOL

1. Preventive approaches

- Establish a school culture that actively promotes non-violence;
- Provide a positive social context for student behaviour by giving consistent messages that value diversity, support constructive relationships, discourage violence and aggression and challenge the abuse of power;
- Ensure students actively participate in meaningful decision making;
- Recognise and celebrate diversity and promote justice and equality;
- Foster involvement of the whole school community;
- Developing social skills through role modelling, leadership and peer support programs and collaborative learning;
- Implement effective behaviour management procedures and programs;
- Have a Focus Week in the school calendar.
- Social Skills and anti-bullying behaviour is part of each class's teaching program.

2. Problem solving approaches

- Targeted support and social skills development for individuals and groups;
- Support for individuals through counselling, self-esteem programs and/or conflict resolution;
- Instigate assertiveness training and peer mediation training;
- Provide structured programs that teach alternatives to aggressive behaviour.

3. Responsive approaches

- Practically deal with immediate and specific incidents of bullying and record all incidences.
- Apply negative consequences to the bully according to the school's behaviour management procedure;
- Counsel and provide a support network for victim;
- Restitution/apology for harm done;
- Individual management plans, contracts and skills development for the bully.

The elimination of bullying is the responsibility of all in our community whether they are involved directly or indirectly in bullying incidents in our school.

Staff must:

- Model appropriate behaviours at all times;
- Listen to and deal with all reported and observed incidences of bullying;
- Protect the victim from further harm;
- All allegations must be responded to and recorded in SEQTA and the child's teacher/leadership notified;
- Act to stop the bullying behaviour recurring;
- Ensure that children are supervised at all times;

Children must:

- Report incidences of bullying to an appropriate adult if they are being bullied or they see someone else being bullied;
- Be an active bystander who intervenes appropriately in bullying incidents and reports such incidents to a teacher;
- Not bully others.

Parents should:

- Watch for signs that their child may be being bullied;
- Listen sympathetically to their child's reports of bullying;
- Instruct their children to report if they are being bullied;
- Speak to someone on staff at St Anthony's if their child is being bullied, or they suspect that this is happening;
- Work with the school in seeking a solution.

PROCEDURES

Incidences of bullying can be reported to any teacher or the Principal by children and their parents. Any bullying incidents that are dealt with, must be recorded and these records are retained as per school policy. When a bullying incident is reported or observed we use the following graded sanctions after the severity and seriousness of the incident has been assessed:

Least severe cases – Repetitive behaviour with the intention to annoy or isolated teasing incidents.

- All cases will be recorded by staff, with both parties being counselled.

Intermediate cases: eg: thoughtless periodic teasing, name calling and/or exclusion.

- Parties will be interviewed informally by a staff member;
- Explain inappropriateness and unacceptability of behaviour and encourage appropriate behaviour;
- Suggest ways the victim could deal with such situations;
- Consequences for bullying behaviour determined;
- Monitor situation;
- Staff member documents and records incidents in both the bully and the victim's files. Staff to be informed of the incident and the children monitored.

Repeat/severe offences – Cruel, intense, extended, distressing actions that may involve intentional physical and/or psychological hurt. It also includes the above cases that have had previous intervention and incidences have reoccurred during the term. Interventions include:

- Offending child to be separated from group;
- Interview with leadership team member – offence stated and appropriate behaviour outlined;
- Interview with parents of offender and victim to devise action plans;
- Detention;
- Suspension in/from school – re-entry on an agreed behaviour contract;
- Repeat offenders will be offered counselling until negative behaviours have been modified;
- Police action if deemed appropriate by the Principal.

It should be noted that:

- Bullying is a serious offence under the Student Behaviour Management procedure. Detentions, suspensions and exclusion are all possible outcomes for ongoing bullying behaviour
- Parents of children who have *been bullied* will be notified (written or verbal).
- Parents of children who have *bullied* will be notified (written or verbal).
- Children who do not respond appropriately to bullying situations (eg; bystander) will have a detention warning for behaving irresponsibly.

Staff are responsible for implementing this procedure and ensuring that incidences of bullying are dealt with in a manner consistent with this procedure as soon as possible after it is reported or observed. Staff will implement continued reinforcement of anti-bullying strategies in the classroom and the playground.