

	<table> <tr> <td>Topic:</td> <td>Dealing with Bullying and Harassment of Students</td> </tr> <tr> <td>Policy No:</td> <td>2-D6</td> </tr> <tr> <td>Policy Area:</td> <td>Community</td> </tr> <tr> <td>Date Promulgated:</td> <td>2004</td> </tr> <tr> <td>Date for Review:</td> <td>2011</td> </tr> </table>	Topic:	Dealing with Bullying and Harassment of Students	Policy No:	2-D6	Policy Area:	Community	Date Promulgated:	2004	Date for Review:	2011
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RATIONALE With Christ as our model we seek to nurture our community in an environment that enables all to grow.

At St Lawrence's Primary School we believe that all children have the right to education in an environment where they feel safe and happy. We also believe that parents have the right to know that their child is going to be able to learn and enjoy school life without the threat of bullying.

The School uses the "Fruit of the Holy Spirit" in all class levels as a guide to Jesus like treatment of others. The nine fruit; Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self Control are promoted as part of our school practice.

This policy is a proactive initiative to make our school free from any form of bullying.

DEFINITIONS Bullying is a deliberate repeated pattern of behaviour by one person or a group towards another person, or group which is designed to hurt, injure, humiliate embarrass, upset or cause distress.

Characteristics of that behaviour can be:

Physical aggression, threatening gestures

The use of "put-downs," comments, insults, name-calling either oral or written

Damage to a person's property/reputation

Deliberate exclusion from activities or friendship groups.

The setting up of humiliating experiences.

Messages through the internet/email. Cyber bullying.

- a desire to hurt
- hurtful behaviour (physical, verbal or relational)
- an imbalance of power
- an unjust use of power

- typically repetition
- is experienced by the target of the aggression as oppressive, and by the perpetrator as enjoyable. (Adapted from Rigby 2001) ¹

Harassment is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated, intimidated or offended. (Adapted from CEO Policy, Harassment in School, 1998). Harassment can be seen as one form of bullying. The terms are often used interchangeably.

Bullying can be characterized as:

- Repetitive, 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, ostracizing
- Psychological – stalking, threatening looks, spreading rumours, damaging possessions (MindMatters 2000). ²

DETECTION

Children who are victims of bullying may display any of a number of the following symptoms.

Class/School attendance .Truancy

- School refusal or reluctance to attend school
- School refusal on certain days or lessons (eg; sports lessons)
- Lateness for school
- Reluctance to leave school
- Constant use of library at break times

Academic

- Distractible in class
- Significant decrease in work output and results
- Problems with retention and short term memory

Physical Tiredness

- Psychosomatic complaints; frequent headaches, stomach aches
- Bedwetting -usually younger children
- Loss of appetite

- Unexplained bruises and injury .Torn clothing

Emotional

- Personality changes from confident to loss of confidence.
- Sudden outbursts of temper, impulsive hitting out and swearing.
- Being particularly negative and difficult towards siblings at home.
- Lethargic
- Swings in mood.

Social

- Withdrawal from social activities with peers.
- Withdrawal from extra curriculum activities

Other signs from home

- Requests to change transport arrangements to and from school.
- Requests for extra money
- Taking and "losing" valuables from home
- Sudden reluctance to do things in the community eg. Go to the shops, swimming pool etc.

PRINCIPLES

1. St Lawrence's School owes a duty of care to our students.
2. St Lawrence's School will provide supportive environments, which promote respect for self and others, physical/emotional well being and positive mental health.
3. Dealing with bullying and harassment requires a whole school approach.
4. When bullying and harassment are ignored or overlooked, it serves to condone and reinforce the behaviour.

PROCEDURES:

1. The Principal shall:

Ensure that school staff, its students and their parents work together in partnership to guarantee that there is a consistency and effectiveness in the approach towards eradicating bullying and harassment, treating all reports of bullying seriously;

Use the school newsletters to state, clarify and reiterate the school's anti-bullying procedures;

Provide information for all staff about the school's procedure in handling complaints about bullying and harassment.

2. All school staff shall:

Have a clear understanding of the school's procedure when complaints about bullying are made, ensuring that they respond urgently and sensitively to reports concerning bullying, passing any which seem serious in their nature on to the Principal.

Be approachable and discrete, and prepared to listen to pupils who wish to report bullying.

Respond urgently and sensitively to reports concerning bullying or harassment, whether these reports come directly from a student or from another member of staff;

Use school assemblies and class time to address the issue of bullying and to inform all pupils of the procedure to be followed when reporting bullying or incidents of harassment;

Take time occasionally to highlight the issue of bullying in a way which reminds all pupils that there is help available and that bullying will not be tolerated;

3. Students shall:

Have a clear understanding of the school's procedure about making complaints of bullying or harassment.

Report all cases of bullying or harassment to a staff member or the Principal.

4. Parents shall:

Read any literature sent home by the school in regards to bullying and harassment.

Promptly inform the school if they are aware of any instances of bullying or harassment.

Work in partnership with the school to eradicate any instances of bullying or harassment.

COURSE OF ACTION

When bullying has been observed or reported the following steps will be taken: by the principal or assistant principal.

- 1) Interview with the victim. Find out what bullying has happened talking to the victim about what occurred and who was involved.
- 2) Convene a meeting with the people involved (minus the victim.) Arrange to meet with the group of children who have been involved in the bullying. This will include some bystanders or colluders who joined in but did not initiate any bullying. Start with the ringleader.
- 3) Question each person as to what he/she did and why. Ask him/her how they think the victim is feeling and explain the effects their bullying is having on the victim. (Tell them how the victim may feel.) Reflect on the gospel message and Jesus' thoughts on the way we treat others.
- 4) As a group ask them to suggest ways in which they could help the victim feel happier or improve their relationship with each other.
- 5) Bring the group together with the victim who will explain what the bullies are doing to him/her and how he/she is feeling. Group members may respond. Reconcile the two parties.
- 6) Tell all parties that you will meet with them in a week to see what progress has been made.
- 7) All incidence's of Bullying are to be recorded on the school's 'Bullying Book' located in the AP Administration's office.
- 8) If, after initial consultation the administration believes that Bullying is taking place, the parents of the parties concerned or involved will be contacted.

Developed: 2004

Reviewed: 2007

Reviewed: 2011

Date of next Review: 2014