St. Joseph’s School Sorrento

Anti-Bullying Policy and Procedure

Rationale

At St. Joseph’s we aim to work towards creating a calm, gentle, safe and supportive environment for all members of our community. Helping students to understand and manage conflict constructively, and ultimately resolve conflict is our goal. There will be times when students will experience bullying and while the Social Emotional Education Program promotes peaceful classroom processes and activities things can still go wrong. As Bullying is a relational issue requiring a relational solution. The process used to deal with bullying is based on the ‘no blame approach’.

Definition

Bullying is defined as ‘the deliberate, repetitive and inappropriate use of power by an individual, or group of people, towards another person or persons. The targeted person(s) is subjected to repeated behaviour that they find threatening, frightening or hurtful, over a period of time.’

Bullying may take a variety of forms:

Verbal: including putting people down (to their faces or behind their backs), name calling, teasing, racial comments, offensive language, threats, and sending/delivering hurtful messages.

Physical: including fighting, pushing, hitting, ‘looks’ designed to intimidate, damaging others’ property, invading someone’s personal space.

Visual: including offensive material, graffiti pertaining to others in some public domain.

Victimisation: including stand over tactics, targeting specific students and repeated exclusion.

Sexual: including touching or brushing against one in a sexual manner, sexually oriented jokes, drawings of or writing about someone’s morals, unwanted invitations of a sexual nature, asking questions about someone’s private life.

Social/Emotional: including hurting others through damaging or manipulating relationships or friendships by spreading rumours, telling others to exclude or not spending time with others, controlling or dominating someone by using the threat of being excluded or having the friendship ended, pressuring others to give over possessions.

Telephone and Email: including using the telephone for harassment (calls or SMS) or sending messages electronically via the internet / email.

School Practices

Each member of the School Community has a specific role in the creation and maintenance of a safe, secure and supportive environment.
Role of the Student

- Students are encouraged to assertively indicate that they find the behaviour threatening and that it needs to stop.
- If the behaviour continues, then the incident is reported to a staff member.
- If students witness another being bullied, they are encouraged to seek assistance from a staff member.

Role of the Parent/Caregiver

- Parents/Caregivers are asked to speak to their child’s class teacher in the first instance.
- Parents/Caregivers are NOT to approach (the) other student(s) or their parents regarding any perceived bullying issue.
- Encourage their child to speak to their class teacher about the issue.
- Parent/Caregivers must work in partnership with the school to address any issues raised by the school.

Role of the Staff

- Investigate any report of bullying or harassing behaviour, completing the appropriate form and referring on for further action to the Student Wellbeing Team.
- Support the student(s) through the incident and subsequent course of action.
- Teach the Interpersonal, Social and Affective Education Program.
- Work to develop confidence and trust with students, so that students feel they can confide.

What constitutes a serious incident?

A serious incident may result in one or a combination of the following:

- The degree of distress of the victim(s).
- The duration of time that the bullying has occurred.
- The concern of the parents, which may normally be a reflection of the child’s distress and inability to cope.
- The willingness of the perpetrator, when confronted, to recognise the hurt that has been caused to the other party.
- The readiness of the aggressor(s) to work towards reconciliation.