



## **ST ALOYSIUS PRIMARY SCHOOL, QUEENSCLIFF**

### **RESPONSE TO BULLYING AND HARRASSMENT POLICY**

#### **Vision Statement**

At St Aloysius Catholic Primary School we are enlightened by Christ. We encourage one another to participate in the life of this community through open communication and relationships that are based on the values of the Gospel. We acknowledge every child as unique and equally deserving of respect, dignity and opportunity. As such, it is every child's right to experience safety and freedom in our school community.

#### **What is bullying/harassment?**

Bullying is repeated and unjustified behaviour. Bullying is when someone, or a group of people, upset or create a risk to another person's health and safety- either psychologically or physically- or their property, reputation or social acceptance on more than one occasion. Harassment is the unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated or offended. Harassment can be seen as one form of bullying. The terms can often be used interchangeably.

#### **Types of Bullying**

There are three broad categories of bullying

- Direct physical bullying e.g. hitting, tripping and pushing or damaging their property
- Direct verbal bullying e.g. name calling, insults, homophobic or racist remarks, verbal abuse
- Indirect bullying- This form of bullying is harder to recognise and often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes- lying and spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude someone, damaging someone's social reputation and social acceptance, cyber-bullying, which involves the use of email, text messages or chat rooms to humiliate and distress

## What is not bullying

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management. There are some socially unpleasant situations that are often confused with bullying:

- Mutual Conflict- In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and want a resolution to the problem. However, mutual conflict sometimes develops into a situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.
- Social rejection or dislike- Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.
- Single-episode acts of nastiness or meanness, or random acts of aggression or intimidation- Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied.

## Rights and Responsibilities

At St Aloysius everyone should feel safe and valued and all members of the school community have a responsibility to ensure this happens.

### Rights

To feel safe

To learn

To be respected

To be valued

### Responsibilities

To respect yourself

To respect others

To use common sense

To support others

It is your right and responsibility to report bullying, whether it happens to you or to someone else.

## Behaviour Management Procedures using Restorative Practice

At St Aloysius we use Restorative Practices as our whole school approach to promote resilience and to contribute to the building of positive relationships in our school community. The focus is on helping young people become aware of the impact of their behaviour on others through personal accountability and learning from a conflict situation. An important component of restorative practices is the focus on restoring relationships after harm has been done. If continued incidents of bullying occur, this will result in a referral of the person doing the bullying to the school principal for the possible application of behaviour management consequences.



- Anyone who is present when the bullying or harassment occurs has an obligation to prevent it and to report it to a teacher

### **Parents**

- Be aware of signs of distress in your child
- Encourage your child to discuss the problem with their teacher
- Discourage any planned retaliation, either physical or verbal. Discuss positive strategies for your child to use
- Be positive about your child's qualities and encourage your child to be tolerant and caring
- Be willing to attend interviews if your child is involved in an incident of bullying and work cooperatively with the school
- Contact the school if you have any concerns rather than deal directly with students or their parents

### **Teachers**

- To implement positive classroom management strategies
- Be positive role models for students
- Effectively use Restorative Practices when dealing with friendship groups/peer conflicts
- Use Restorative dialogue with students to assist them to communicate effectively and appropriately
- Respond appropriately to all reports of bullying will be taken seriously

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