Policy Title: Anti-Bullying

Gospel Values: Respect, Community, Tolerance, Justice, Dignity, Solidarity.

Rationale:
At St. Augustine's School our Bullying Policy sits alongside our Discipline Policy. This is a Whole School Policy which is used by all staff across the school. All teachers will when required discuss with children the various types of bullying so there is a clear understanding by all.

These include:
- Physical: eg. Hitting, pushing, kicking, punching etc.
- Verbal: eg. Humiliating, put-downs, name calling.
- Social: eg. Rumors, ignoring, excluding.
- Psychological: eg. Staring, dirty looks, notes, spreading rumors.

Bullying is a repeated form of harassment and not a one off incident. Bullying involves an imbalance of power between one person and another.

Implementation
Our approach to Bullying is two-fold in that we have many preventative measures in place which promote a culture of respect and inclusiveness for all our children, parents and staff. These include:
- Our RE program which is modeled on the teachings of Jesus and allows for much discussion around forgiveness, respect and relationships is general.
- Staff on yard duty being proactive in acting on possible problems eg. Children alone or looking sad, tense situations between children etc.
- Staff taking responsibility for the welfare of all children – getting to know as many children and their families.
- Social Skills Programs which are available to be used throughout the school as part of the curriculum - "You can do It", “Friendly Schools & Programs”, “Stop Think Do.”
- Yr. 6 Transition Program
- Yrs P/1’s & Yr 5/6 Buddies Program.
- Referral of children with friendship issues or other social or emotional problems are discussed by staff when the need arises.

Once a child has been identified as having been bullied the following steps are taken once the issue of bullying has been raised.
1. The person is interviewed by either Teacher, Principal and his/her version of the events are heard.
2. The other people involved are also interviewed.
3. If it is then felt that the incident did involve a form of Bullying then the No Blame method will be followed by either the Principal or Teacher.
4. If children are involved parents will be informed and a discussion held. Children will be asked to promise to cease the behaviour and in line with our general discipline policy any appropriate consequences will be applied. ie. Remove from situation eg. Yard or classroom for a specific amount of time: 3 days for first incident and 1 week for second incident.
5. The person will then regularly be checked on by the staff member who conducted the interview and the situation monitored
6. If the bullying does not cease parents of those responsible will again be contacted and further consequences will be enforced ie. 1 week out.
7. Parents will be expected to agree to allow their children to be counselled about their behaviour by either school staff or where appropriate outside experts.
8. Ultimately if children continue to engage in bullying behaviour it may be necessary to negotiate for their enrolment to be transferred to another school.

Promulgated: September 2010
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