



# St Pius X Primary School

73 Golda Avenue, Salisbury QLD 4107  
PH: 3274 1705 EMAIL : [psalisbury@bne.catholic.edu.au](mailto:psalisbury@bne.catholic.edu.au)

## **Anti-Bullying Policy**

### **School culture:**

At St Pius X School, we show concern for all members of our school community. We respect the rights of all children to have a peaceful and happy existence, free from the concerns of bullying, harassment, and teasing from other children.

We believe that at St. Pius X Catholic Primary School we have worked to establish a student culture that rejects bullying in all its forms and that this culture says that bullying has no place at St. Pius X School. Part of this culture includes a growing awareness amongst the students of what bullying consists of and the exposure of bullies rather than propelling a code of silence and an anti 'dobbing' regime.

### **Definition:**

- negative or hurtful behaviour which is typically **repeated** ( Olweus, 1993a).
- can take verbal, physical or 'relational' forms ( e.g. exclusion and rumour)
- characterised by an imbalance of power with the less powerful person being unfairly attacked ( Smith, Pepler & Rigby, 2004).

### **PHYSICAL.**

A child can be physically punched, kicked, hit, spat at etc.

### **VERBAL.**

Verbal abuse can take the form of name-calling and teasing. It may be directed towards gender, ethnic origin, physical/social disability, or personality etc.

### **EXCLUSION.**

A child can be bullied simply by being excluded from games, discussions and activities, with those they believe to be their friends.

### **DAMAGE TO PROPERTY OR THEFT.**

Pupils may have their property damaged or stolen. The bully may use physical threats in order that the pupil hand over property to them.

### **Children need to:**

- Feel believed and listened to.
- Develop trust in how staff will handle the issues.
- Develop trust in how parents will handle issues.
- Be encouraged to talk more openly about what has happened.
- Be encouraged to resolve conflict appropriately in the home.

### **Parents need to:**

- Involve their children in decision making about what to do.
- Listen to what children say.
- Tell children that they understand.
- Discourage their children from retaliating verbally or physically.
- Support the school in dealing with the issues, as education is a family/school partnership.
- Take an active interest in their child's social development.

- Inform the School IMMEDIATELY if you feel your child may be a victim of bullying behaviour, Concerns can be directed to a member of Administration or your child's teacher.

### **The school needs to:**

- Organise the community in order to minimise opportunities for bullying, e.g. ensure diligent supervision at all times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary and take every action required to eradicate it from our school.
- Review the School Policy and its degree of success.
- Have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Encourage pupils to treat everyone with respect and to seek help if they are being bullied.

### **Processes and Procedural Steps**

If a case of alleged bullying occurs, the Principal or APRE and class teacher will be informed immediately and a thorough investigation will take place. This will be to establish the facts and to decide if actual bullying has taken place. If not, the incident will be dealt with according to our normal behaviour code. At this time a judgement will be made determining the extent of the bullying and how it should be managed. Each situation may be treated differently depending on circumstances.

1. The parties involved will be interviewed separately to hear all sides of the incidence. The parties may then be brought together to allow each to communicate their position and to understand the position of the other in the presence of the staff member.
2. The party or parties at fault will be instructed to modify their behaviour and offered support to assist them with this. This help with the acquisition of appropriate social skills is a vital part of our school behaviour plan.
3. The bully & victim may be involved in a process of mediation aimed at empowering the victim and helping the bully to take responsibility.
4. The bully may be excluded from the playground at break and/or lunch times for a period of time deemed appropriate.
5. If they continue to bully they will be excluded from interaction with students both in class and lunch times.
6. Parents of both parties will be contacted at the end of the investigation.
7. A repeat of an issue already having been dealt with will lead to a formal interview involving the Principal and parties involved. Consequences for the perpetrator will be decided upon as well as more intensive support for their behaviour modification.
8. Further such continued reports will necessitate the contacting of parents to discuss punitive measures for the perpetrator. Each situation will be considered as an individual case and will be responded to as is appropriate for age and circumstance.
9. In all cases the victim will be encouraged and supported to deal in more and more confident ways with bullying situations through the social skills programs offered as part of the school/class program. School self esteem and resilience programs will be an essential part of the curriculum for all classes.
10. The problem of bullying will be monitored regularly by survey and observations and results will be acted upon.
11. All investigations are documented.