



St Brigid's Primary School Anti-Bullying Policy

Rationale

Every member of the Saint Brigid's School community, including; students, staff, parents and carers, have the right to feel safe at all times and free from any form of bullying, including physical, verbal, emotional or sexual. This policy covers incidents which may be in-person, online or written. The "Positive Behaviour For Learning"¹ program (PB4L) is the primary proactive strategy to create an environment which fosters and promotes positive relationships. When bullying allegations are made, the school will investigate and deal with the incident as per this policy.

Definition

Bullying is defined as repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons (National Safe Schools' Framework, 2011)²

What is *Not Bullying*:

There are some behaviours, which although they might be unpleasant or distressing, are not bullying:

- Mutual Conflict that involves a disagreement but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Single-episode or random acts of nastiness, intimidation or physical aggression, or aggression directed towards many different people, is not bullying unless it becomes a pattern of behaviour.
- Single-episode social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Policy Statement

St Brigid's Primary School is committed to providing a learning environment in which respect for others is taught, modelled and rewarded in accordance with the School Mission Statement³. Bullying, in all its forms, will not be tolerated. Incidences of bullying will be investigated and addressed according to this policy and the "Positive Behaviour For Learning"¹ program and Student Behaviour Support Policy³.

Adopted: August 2015
Reviewed: 2019



Implementation

The Principal is responsible for the implementation of the Anti-Bullying Policy and procedures. The whole school community shares the responsibility for taking an active stance against all forms of bullying and modelling appropriate behaviour. The School Leadership Team will ensure that the school community is regularly made aware of this policy and the procedures that are in place. Parents or carers should not approach either the parents or carers of other students, or the students themselves regarding allegations of bullying.

Response to Bullying Incidents

1. Reporting

- Children are encouraged to report any incidents of bullying to the nearest staff member as soon as possible or as soon as they feel comfortable to do so.
- Parents are requested to raise any concerns they have regarding bullying by initially contacting the class teacher via standard contact procedures and channels.
- Staff have an obligation to follow the procedures in the Brisbane Catholic Education Student Protection Processes⁴ when bullying allegations or incidents arise.

2. Investigation

The bullying allegation or incident will be investigated by the appropriate teacher or leadership team member, depending on the circumstances. Investigations will afford all those involved natural justice, treat those involved with respect and will be documented. Parents and carers will be notified of incidents involving their children as soon as practical.

3. Outcome

Whilst the outcome for the students who perpetrated the bullying will include suitable consequences, there will also be support to teach appropriate behaviours and to mend relationships.

It is a priority to support those impacted by the bullying and in doing so teach them strategies to deal with future situations. Ongoing monitoring of individuals will be undertaken by the appropriate staff member.



Parents or carers will be notified of the outcome of bullying allegations involving their child. It is inappropriate to discuss specific consequences with anyone other than that child's parents or carers.

4. Documentation

All incidents of bullying will be documented in the School Student Behaviour database.

References

1. Positive Behaviour For Learning:
<https://extranet.bne.catholic.edu.au/parent/sb/ourschool/Lists/Forms%20and%20Documents/2015%20Parent%20Handbook.pdf> pages 19-22
2. National Safe Schools Framework, 2011:
http://docs.education.gov.au/system/files/doc/other/national_safe_schools_framework.pdf
3. St Brigid's Primary School Mission Statement: <http://www.sb.qld.edu.au/about-us/Pages/Mission-Statement.aspx>
4. St Brigid's Primary School Student Behaviour Support Policy: [http://www.sb.qld.edu.au/about-us/School Policies/Documents/St Brigid%27s Student Behaviour Support Policy\[1\].pdf](http://www.sb.qld.edu.au/about-us/School Policies/Documents/St Brigid%27s Student Behaviour Support Policy[1].pdf)
5. Brisbane Catholic Education Student Protection Processes:
<http://www.bne.catholic.edu.au/students-parents/Documents/Student-Protection-Processes.pdf>