



St Alipius Parish School Safe School Policy (Anti-Bullying & Anti-Harassment)

RATIONALE:

At St Alipius Parish School, the community is committed to ensuring a caring environment, including online environments, which promotes personal growth and positive self-worth for all. It will not condone any form of bullying or harassing behaviour.

SCRIPTURAL CONTEXT:

'All members may be concerned for one another. If one member suffers, all members suffer: if one member is honoured, all members share this joy. You then are the body of Christ.'

(I Corinthians 12:25-27)

DEFINITIONS:

"Bullying is repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons" (1996, Ken Rigby).

"Bullying involves a pattern of behaviour that incorporates five key elements. There is an intention to hurt, harm or make feel powerless and the recipient is distressed by what is happening. It involves an imbalance of power and can take many forms – physical verbal, gesture, extortion and exclusion [- that becomes a] repeated pattern of behaviour over time" (2005, Therese Sheedy).

Cyber-bullying is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

POLICY STATEMENT:

St Alipius Parish School will not tolerate any action that undermines a person's right to feel safe. At the school every person has this right and any person who bullies or harasses another is denying them the right to feel safe. The staff and school community will implement appropriate strategies and processes to build and maintain a safe school environment.

POLICY GUIDELINES

GUIDELINE INDICATORS

<p>St Alipius Parish School will:</p> <ul style="list-style-type: none">• Promote the right of all school community members to feel safe at school.• Promote care, respect and co-operation, and value diversity.• Provide opportunities for students to learn through the formal curriculum the knowledge, skills and dispositions needed for positive relationships.• Through a whole school process, develop and implement pro-active policies, processes and programs that nurture a safe and supportive school environment and which recognise and state explicitly the roles and responsibilities of all members of the school community.	<p>To ensure implementation of the Safe School Policy, St Alipius Parish School will:</p> <ul style="list-style-type: none">• Raise community awareness• Actively promote a safe school environment <p>Teaching and Learning practices will:</p> <ul style="list-style-type: none">• Build and maintain friendly environments within classrooms, school grounds and online environments• Explicitly teach Cyber-Safety as outlined in the Victorian Essential Learning Standards Digital Technologies curriculum• Build and maintain an understanding of diversity• Embed a culture of inclusive practices• Encourage respect for self and others• Implement skill development through Restorative Practices when repairing relationships• Encourage students to reflect and take responsibility for their actions• Model respect, positive relationships and positive conflict resolution strategies.• Utilise the Behavioural Pathways document as whole school approach to discipline and well-being• Regularly monitor and evaluate policies and the program so that evidence-based practice supports decisions and improvements.• Teachers will implement Victorian Essential Learning Standards in the domains of Digital Technologies (Cyber Safety) Interpersonal Development, Personal Learning and Health and Physical Education.
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REFLECTIVE MATERIAL:

- ◆ Pastoral Care of Students in Catholic Schools. (2008) Melbourne CECV
- ◆ St Alipius Behavioural Pathways documents
- ◆ Bullying in schools and what to do about it. Rigby, K. (1996)
- ◆ The Hidden Hurt: How to beat bullying in schools. Murphy, E. & Lewers, R. (2000)
- ◆ Facing Facts: An approach to dealing with bullying through the health plan
- ◆ Victorian Essential Learning Standards
- ◆ National Safe School's Framework

APPENDIX 1

GUIDELINES for a SAFE SCHOOL

At St Alipius Parish School, the following guidelines support our commitment to developing a safe school:

TEACHERS:

- act as role models of caring and tolerant behaviour in word and action and not use their position of power to bully other members of the community
- make efforts to reduce opportunities for bullying to occur by *active* supervision
- arrive at classes on time
- implement a preventative bullying program in the classroom
- listen to reports of bullying
- implement strategies including the method of 'Shared Concern'
- implement strategies appropriate to the bullying situation
- be open to talk with students who seek help on any problems that may arise through peer bullying
- protect and support both the victim and the bully through the implementation of St Alipius Parish School's *Safe School Policy*.
- work with the parents of the victim to assist their child in developing assertive strategies
- work with the parents of the bully to establish joint strategies to encourage positive relationships
- keep adequate records of bullying incidents.

STUDENTS WHO ARE BULLIED:

- ◆ use 'I' statements to build confidence, self worth and social skills
 - I don't like it when... because I feel...and I want...
(I statements should be *assertive* not accusational, or aggressive)
 - tell the person that their behaviour is offensive - they may not realise this
- ◆ speak to their teacher and give him/her full details of the event.

STUDENT WITNESSES TO BULLYING AND VIOLENCE:

- ◆ refuse to be involved in a bullying situation
- ◆ 'not smile' to show that they agree with the bullying behaviour
- ◆ intervene if they are able
- ◆ immediately seek teacher assistance if they cannot intervene
- ◆ support the person being bullied and encourage them to report the incident
- ◆ speak to a member of staff about it
- ◆ speak to the bully about the problems they are causing, where possible.

STUDENTS WHO ARE BULLYING ARE INVOLVED IN A SPECIFIC PROGRAM TO SKILL THEM TO:

- ◆ think about others first!
- ◆ think about treating others with respect and dignity at all times
- ◆ listen to what other people are saying to you about your behaviour and make attempts to change that behaviour
- ◆ talk to a member of staff about your behaviour if you are having difficulty controlling your aggression
- ◆ be prepared for a member of staff to talk to you and take appropriate action, about your behaviour
- ◆ continued behaviour will lead to the implementation of the school's *Behaviour Management Policy*

PARENTS ARE ENCOURAGED AND EXPECTED TO:

- ◆ report incidents of bullying to the school when they become aware of them
- ◆ not approach another child or parent to address the situation themselves
- ◆ be familiar with the process for dealing with bullying reports
- ◆ be familiar with the consequences outlined in the *Behaviour Management Policy*
- ◆ act as role models of caring and tolerant behaviour in word and action when participating as a member of the school community
- ◆ take an active interest in their child's school life and note any unusual behaviour
- ◆ listen sympathetically to reports of bullying
- ◆ encourage students to seek peaceful ways of resolving conflict rather than retaliation
- ◆ work with the school in seeking a permanent solution
- ◆ not use their position of power to bully other members of the school community.

APPENDIX 2

GENERAL TIPS FOR PARENTS

- ◆ Involve your child in setting guidelines for appropriate behaviour at home.
- ◆ Talk with your child about the violence he or she sees on television and in games.
- ◆ Help your child understand the consequences of violence.
- ◆ Help your child find ways to show anger that do not involve verbally or physically hurting others. When you do get angry, use it as an opportunity to model appropriate ways to express strong feelings.
- ◆ Keep lines of communication open with your child, even when it is tough. Encourage your child to always let you know where and with whom, he or she will be. Get to know your child's friends.
- ◆ Listen to your child if he or she shares concerns about friends who may be exhibiting troubling behaviours.
- ◆ Be involved in your child's school life by supporting and reviewing homework, talking with his or her teacher/s, and attending school functions and meetings.
- ◆ Talk with parents of your child's friends. Discuss how you can form a team to ensure your child's safety.
- ◆ Work with your child's school to make it more responsive to all students and to all families. Share your ideas about how the school can encourage family involvement.
- ◆ The child being bullied needs parent support to deal with the problem in an appropriate manner.
- ◆ Remind your child that using violence against bullies is not an appropriate action to take.
- ◆ Foster a climate where it is *'OK to tell'*.