St. Damian’s Primary School

**Positive Relationships Policy**
*(Bullying and Harassment)*

**Definition**

Bullying is a repeated intentional intimidation, over time, of another person, physically, verbally, socially and emotionally, by a person or group of persons. Bullying is a clear form of harassment.

**Rationale**

At St. Damian’s we provide a positive culture where bullying is not accepted. We believe that everyone in the school community deserves to be treated with respect and that all children have the right to feel safe and secure in their school environment. All children have the right to learn and play where they are listened to and treated fairly with respect by their peers and teachers.

**Principles**

At St. Damian’s we aim to;

- reinforce that bullying is unacceptable
- raise awareness of the possibility of bullying
- encourage reporting of bullying
- follow-up all reported incidents of bullying with support given to both victims and perpetrators
- restore all relationships with respect
- empower the ‘onlookers’ of an incident to be proactive in speaking up and seeking help
- seek school community support and co-operation at all times

**Implementation**

- At the beginning of each year classroom teachers will clarify the school policy on maintaining a bully free environment and remind children that reporting is not ‘dobbing’.
- Parents, teachers, students and the community will be aware of the school’s position on bullying.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying.
1. **Primary Prevention:**
   - Professional development for staff relating to bullying, harassment and proven counter measures.
   - Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the school’s programs and response.
   - Provide programs such as Bounceback, Values Education and other social and emotional learnings that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
   - Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
   - All students to be provided with individual and confidential computer and network log ins and passwords. Processes to be put in place to ensure tracking of student activity on the school’s computer equipment and network. Firewalls to be installed to eliminate outside traffic into the school’s network and intranet.
   - Student Representative Council, peer support delegates, staff and students to promote the philosophy of ‘No Put Downs’.
   - Structured activities available to students at recess and lunch breaks.

2. **Early Intervention:**
   - Promote children and staff reporting bullying incidents involving themselves or others.
   - Classroom teachers and Leadership team, on a regular basis, remind students and staff to report incidents of bullying.
   - Regular monitoring of student traffic on school’s computer networks to identify potential problems.
   - Parents encouraged to contact school if they become aware of a problem.
   - Recognition and reward for positive behaviour and resolution of problems.

3. **Intervention:**
   - Once identified each bully, victim and witnesses will be spoken with and all incidents or allegations of bullying will be fully investigated and documented.
   - Students and staff identified by others as bullies will be informed of allegations.
   - Parents of students will be contacted.
   - Both bullies and victims will be offered counselling and support in line with Restorative Justice Mediation.
   - Removal of cyber-bullies from access to the school’s network and computers for a period of time.
   - If student bullying persists parents will be re-contacted and consequences implemented consistent with the school’s Behaviour Management policy.

4. **Post Violation:**
   - All children involved in an incident will be heard and spoken with at the time of the incident. This will be done using our affective questions as part of our Restorative Practice.
   - Consequences for students will be individually based and may involve:-
     - exclusion from class.
     - exclusion from yard.
     - withdrawal of privileges.
     - ongoing support from staff and appropriate agency if required.
     - school suspension.
• Reinforcement of positive behaviours.
• Classroom meetings.
• Support structures.
• Ongoing monitoring of identified bullies.
• Rewards for positive behaviour.
• Consequences for staff will be individually based and may involve:
  - counselling from Student Wellbeing support/Leadership staff
  - a period of monitoring
  - a formal support group
  - disciplinary actions
St. Damian’s Primary School

Restorative Interview

Student’s Name: ........................................................................................................ Year Level: .................
Date: ................................................................. Time: ........................................
Present: ................................................................................................................................
............................................................................................................................................
Outline of Issue:

............................................................................................................................................

Outcomes:

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Review Date: .................................................................
Student/s signatures: ................................................................................................................
Teacher/s signatures: ................................................................................................................
Positive Behaviour Reflection Sheet

Name: _____________________________________

Date: ________________________

What did you do?

Explain what you said and did that was inappropriate.

________________________________________________________________
________________________________________________________________
________________________________________________________________

Why was it a bad idea?

________________________________________________________________
________________________________________________________________
________________________________________________________________

How would you feel if that were done to you?

________________________________________________________________
________________________________________________________________
________________________________________________________________

What are two things you could have done instead that would have been better choices?

________________________________________________________________
________________________________________________________________
________________________________________________________________

How can you make up for what you have done?

How can you fix things up for those you hurt and yourself?

________________________________________________________________
________________________________________________________________
________________________________________________________________

Signed ________________________

Teacher ________________________