ST FRANCIS XAVIER PRIMARY SCHOOL
WHOLE-SCHOOL ANTI-BULLYING POLICY

We have a vision statement which challenges us to create a learning community based on values. Each person is recognised as a unique individual bringing qualities and gifts to share and so we all have a right to be respected and a responsibility to respect others.

Therefore, we do not tolerate bullying or harassment in any form. All members of our community are expected to ensure a safe and supportive environment which promotes personal growth and fosters positive self-esteem for all.

Rights
To feel safe
To learn
To be respected
To be valued

Responsibilities
To respect yourself
To respect others
To use common sense
To support others

It is your right and your responsibility to report bullying, whether it happens to you or to someone else.

WHAT IS BULLYING?

BULLYING is a repeated and unjustifiable behaviour:
- Intended to cause fear, distress and/or harm to another
- May be physical, verbal or indirect/relational
- Conducted by a more powerful individual or group
- Against a less powerful individual who is unable to effectively resist.

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<th></th>
<th>Direct</th>
<th>Indirect</th>
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<tbody>
<tr>
<td>Physical</td>
<td>• Hitting, slapping, punching</td>
<td>• Getting another person to harm someone</td>
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<td></td>
<td>• Kicking</td>
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<td></td>
<td>• Pushing, strangling</td>
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<tr>
<td></td>
<td>• Spitting, biting</td>
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<tr>
<td></td>
<td>• Pinching, scratching</td>
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<td></td>
<td>• Throwing things e.g. stones</td>
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<tr>
<td>Non-physical</td>
<td>• Mean and hurtful name calling</td>
<td>• Spreading nasty rumours / stories</td>
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<td></td>
<td>• Hurtful teasing</td>
<td>• Trying to get other students to not like</td>
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<td>• Put down comments or insults</td>
<td>someone</td>
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<td>• Demanding money or possessions</td>
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<td>• Forcing another to do homework or commit</td>
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<td></td>
<td>offences such as stealing</td>
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<td>Non-Verbal</td>
<td>• Threatening and / or obscene gestures</td>
<td>• Deliberate exclusion from a group or</td>
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<td>activity</td>
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<td>• Removing and hiding and / or damaging</td>
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<td>others' belongings</td>
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WHAT TO DO IF YOU ARE BULLIED
1) Tell the person who is bullying to stop. State quite clearly that the behaviour is unwelcomed and offensive.
2) Do not react. Show the person that it does not upset you. The person bullying is then not encouraged and may stop.
3) Seek help. Talk about it to someone you trust. There is nothing so awful that we can’t talk about it with someone.
4) Report it to a duty teacher, your teacher or another staff member. The person bullying will be dealt with.
5) SPEAK UP!!!

WHAT TO DO IF YOU KNOW SOMEONE IS BEING BULLIED
1) Care enough to do something about it whether it affects you personally or not.
2) Support the person being bullied.
3) Don’t stand by and watch – get help.
4) Show that you and your friends disapprove of bullying.
5) If you know of bullying report it to a staff member – SPEAK UP!!!

We will not tolerate bullying at St Francis Xavier Primary School.
WHAT WILL HAPPEN IF YOU ARE BULLYING OTHERS?

1) You will be counselled by your class teacher or member of admin team to resolve the situation and discuss the issue with the person you bullied.
2) If you persist in bullying you will be referred to a member of the admin team for counselling. Your parents will be called.
3) If you are found to be bullying again a consequence will be applied. This will include:
   - In-school suspension (recess & lunchtime)
   - Counselling
   - Loss of privileges
   - Suspension (if viewed as serious)
If physical bullying has occurred it will involve the immediate application of consequences.

Please help us to stamp out bullying!

Speak Up!!!
Together we can break the bullying cycle!!!
Make our school a friendly school.

THE IMPORTANT ROLE OF PARENTS

AS PARENTS YOU CAN:
● Be aware of the signs of stress in your child, e.g. unwillingness to attend school, a pattern of illness, missing equipment, requests for extra money, damaged equipment or clothing.
● Take an active interest in your child’s social life and acquaintances.
● If your child is involved in bullying, he or she needs your confidence, understanding and support.

IF YOUR CHILD IS BEING BULLIED:
● Encourage talking; it may be difficult but be patient.
● Try not to overreact, listen calmly and try to work out the facts.
● Give assurances that the situation will be changed.
● Assure your child that it happens to most people at some time. We learn to avoid it, cope with it or confront it.
● Reassure your child that it is not happening because there is something wrong with him or her.
● Identify reasons why bullying is hurtful and explain that not responding helps in stopping the unwanted behaviour.
● Do not deal directly with the other children or their parents but work through and with the school.
● Report the matter to a staff member, even if unsure of the extent of the bullying. The staff member/school is now alert to the possibility of a problem.
● Tell your child that physical or verbal retaliation on their part is NOT the answer.
● Always try to work through the school, but talk with your child about what you are doing and why.

IF YOUR CHILD IS BULLYING OTHERS:
● Make it clear that bullying because of revenge, for annoyance or fun is unacceptable.
● Help your child to understand the difference between assertive and aggressive behaviour.
● Make it clear that hurting or distressing another person unable to defend him or herself is a form of weakness and proves nothing.
● Explore the possibility that the child is seeking attention and love. Are there home or school situations that are contributing to the bullying? Sensitive discussion may indicate that the person bullying may also be being bullied.
● Explore the need for development of self-confidence and success in another area to counter poor self-esteem.
● Talk with other parents, friends, teachers and share ideas and experiences.

St Francis uses the Friendly Schools Program. Look out for information about the program in the newsletter each week.