School Board Policy Number: Three

Endorsed: ______________________

Review: ______________________

Signed: ______________________  (Chairperson)

Signed: ______________________  (Principal)
Policy aim:
This Safe School policy (formerly Bullying and Harassment) explains St. Brigid’s Catholic School’s expectations and procedures relating to the safety, health and wellbeing of its students.

The policy defines and identifies expected school and student responses to issues of bullying and harassment.

Philosophical Basis
At St Brigid’s Catholic School we believe that everyone has a right to feel safe, happy and successful. We aim to promote the connecting skills of listening, supporting, trusting, accepting, encouraging, respecting and negotiating differences which develop healthy, confident and resilient individuals who understand and show compassion, cooperation, caring and fair play in human interactions. Bullying is not acceptable and people will be held responsible for their actions.

At St Brigid’s Catholic School we believe in our school motto In All Things Glorify God and the teaching of Jesus and the golden rule “Treat one another as you would like to be treated”.

We believe in the equality of every person and the value of their special gifts. Bullying is against our school motto and core values. Bullying is not acceptable and people will be held responsible for their actions.

Mandatory Provisions
Harassment is the one off/infrequent physical or verbal interference with another’s personal safety and wellbeing ie name calling, fighting, etc
Bullying is deliberate, hurtful gestures, words or actions against another person which are continually repeated over time.

Examples of bullying are:
- Having your lunch money taken away often
- Regularly being left out of games or conversations
- Being repeatedly hit or kicked
- Having rumours spread about you by SMS on mobile phones or through the internet.

The difference between these two negative behaviours is the frequency of the offence. Ultimately, such behaviour will not be tolerated

What can you do about bullying? Tell the person to stop it – be assertive

Who to report it to:
Teachers, Parents, Peer Mediators, Friends

How to report:
Tell someone what happened, write a note,

When to report:
Straight away, don’t let things get out of hand

What we do about incidents of bullying
- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will support the person who has been targeted to ensure they feel safe and further develop their skills in assertiveness and self confidence
- We will put negotiated consequences in place for the person who has been bullying others.

These may include time out, suspension or expulsion. Our main aim is to support the perpetrator to choose connecting behaviours so that they can be a positive member of our school community. We allow everybody the opportunity to redeem themselves.

Escalation Process
(Procedural Fairness)

Stage One - First Incident
Step 1: Alleged incidents reported by student, staff or parent via open dialogue or written report
Step 2: Target, perpetrator and witnesses to document incident in their own words
Step 3: Principal/Deputy Principal to interview target to determine how they wish to proceed and to scale the incident…

Generally such behaviour will be determined as
Low Level eg Sarcasm, nigglng, arguing, ‘joking’, pushing, shoving and exclusion

Such behaviour will normally be dealt As a Stage 1 level of management

High Level eg Sexual harassment, extreme and repeated physical behaviour (punching, biting, kicking) blackmail, racial and cyber bullying)

Such behaviour will move directly to Stage 2 level of managements
Step 4: Principal/Deputy Principal to interview perpetrator (No Blame Approach)

Step 5: Allegation substantiated or unsubstantiated and documented in the Connection Room Register.

If substantiated … the perpetrator is advised of the following:

- Their actions must stop
- The target does not want similar actions to continue
- The target may not want the aggressor to be punished
- No other student is to become involved or act on perpetrators behalf
- Negotiate a suitable consequence
- A vindictive action would result in immediate stage 2 response

Step 6: Parents and teacher of target & perpetrator informed

Step 7: Principal/Deputy to follow up weekly with target / perpetrator for next four weeks and document outcome. Involvement of target/ perpetrator in optional workshops on Assertiveness Training, Anger Management, Resiliency Skills, Positive Self Talk, Empathy

Stage Two - Repeated Bullying

Step 1-Step 5: as for Stage One

Step 6: Parents expected to attend interview with Principal / Deputy. The perpetrator is advised that the direct consequences that may be invoked include

- (Half day / Full day) Suspension

Step 7: As for Stage One

Stage Three - Further Incidents of Bullying

Step 1-Step 5: As for Stage One and Two

Step 6: Parents expected to attend interview with Principal / Deputy. The perpetrator is advised that the direct consequences that may be invoked include...

- External suspension from school
- Expulsion from school in line with Catholic Education South Australia policy

Step 8: If the student remains at St Brigid’s Catholic Primary School the Principal/Deputy to establish a behaviour contract to follow up daily goals in promoting positive relationships. Need to ensure target is provided with skills to be safe at our school.

Basis of Discretion

Being committed to the wellbeing of all our students, St Brigid’s Catholic School expects our Safe School Policy to:

- Provide a safe, happy and successful learning environment for our students, staff and parents
- Counter views that bullying is an inevitable part of school life;
- Create a supportive climate and to break down the code of secrecy that protects the bully;
- Provide suitable counselling services for both the target and the perpetrator;
- Provide a physical environment which engenders good behavioural patterns;
- Move beyond a crisis management approach to the creation of an environment that reflects positive relationships and is free of abuse.

Where a mutual agreement is not reached between parents and Leadership, parents and the school have the right to discuss matter with CESA personnel to reach a solution.

Please refer to attachment “Consequence Document” which is presently under trial for use with this policy.

Principal’s or Delegate Discretion

At times, the behaviour choices of students will require the Leadership Team to make a decision which may be based on extenuating circumstances and the particular needs of students, staff and/or parents. In these situations the Leadership Team will seek advice from Catholic Education SA Principal Consultant.

Resources

The school has established a Behaviour Education Team This team has the responsibility of promoting a proactive ‘safe school’ culture at St Brigid’s Catholic School which includes monitoring
and addressing issues of bullying in collaboration with all staff and the Leadership Team.

St Brigid's Catholic School employs a Counsellor and Christian Pastoral Care Worker to promote the aims of our Safe School Policy.

This policy should be read in conjunction with our Adult Conflict Management Policy.

**Evaluation**

It is expected that the SAFE SCHOOL POLICY will be reviewed on a regular basis.

It is anticipated that this will occur biannually.

**Appendix**

1. Students Responsibilities
2. Staff Responsibilities
3. Parent Responsibilities
4. Promoting Positive Relationships