



WHOLE SCHOOL APPROACH TO BULLYING

Developmental Schema

Stage 3 Yrs 5 & 6 Junior School	Stage 4 Years 7 & 8	Stage 5 Years 9 & 10	Stage 6 Years 11 & 12
<ul style="list-style-type: none"> • Incursions – Trilogy: <ol style="list-style-type: none"> 1. <i>Bully No More</i> – Focus Emotions 2. <i>Return of the Bully</i> Focus Strategies 3. <i>The Bully Strikes Back</i> – Focus Resilience • 2 surveys – 1 each semester plus follow up • <u>Getaway Club</u> every Friday • <u>Ready, Set, You can do it</u> – to assist anxiety • Social Skills in curriculum, e.g. Religion topics – Reaching out in Justice (Yr 5), Breaking Down the Barriers (Yr 6). Health topics – Developing Good Friendships (Yr 5) and Developing Relationships (Yr 6) • Peer Support Yr 5 with Yr 11 leaders • REACH Rookies Program 	<ul style="list-style-type: none"> • Guest speakers, e.g. Police Youth Liaison Officer • Peer Support Yr 7 with Year 11 leaders • 3 surveys – Terms 1, 2, 3 plus follow-ups • <u>Bullybusters</u>, a Brainstorm Production – Drama & group debrief (Yr 8) • Beauchamp Oval – occasional lunchtime release • <u>MindMatters</u> at form meetings • Chaplain/College Counsellors • Year 8 Camp/Pastoral Days (3 each year) • Year 7 Ski Trip/Pastoral Days • REACH programs • Digital Citizenship Program (Yr 7) 	<ul style="list-style-type: none"> • Guest speakers, e.g. Australian Media and Communications Authority • 3 surveys – Terms 1,2,3 plus follow-ups • <u>Verbal Combat</u> – Drama + group debrief Year 9 • Year 10 Reflection Days – 1 per term – thematic topics • Social Justice topics in RE and attend EREA + Broken Bay CSO events 	<ul style="list-style-type: none"> • Leadership, modelling and mentoring roles • Students at Risk Seminars • Year 11 Peer Support Leaders • Year 12 Senior Mentors + staff supervision • Retreats in both Year 11 (REACH) and 12 • Prefects/House Captains and Senior Leaders

ANTI BULLYING/STUDENT WELLBEING

History Of Annual Initiatives

2008

- SPX as a MindMatters school
- Anti-Bullying surveys in cohorts Yrs 7-11
- Investigate ON-LINE portal for reporting
- Kids Helpline Screensaver on student Intranet
- Focus: Defining Bullying Behaviour and Appropriate Responses

2009

- Launch formalised Anti-Bullying Policy
- Cybersafety Education – acma and other agencies
- Anti Bullying and Kidsafe Card distributed
- Senior Mentors/Mentees program begun
- MindMatters (Cont)

2010

- Cybersafety Education (Cont)
- Revamp College's House and House Competition – House Cup/Student Leadership opportunities
- Posters in H/Rooms (changed annually)
- Mentoring extended
- Focus: Positive Bystander Behaviour
- MindMatters Core Team established (Staff/Parents)
- Introduction of on-line reporting of bullying – PORTAL
- Motivational Media Presentations, e.g. *'True North' – setting your compass for Life's Journey*

2011

- Buddies not Bullies' – whole school poster competition/awareness raising
- SPX – 'Anti Bullying' Policy reviewed
- Mentors/Mentees Program – targets 'At Risk' students

2012

- SPX celebrates 'HARMONY DAY' and 'NATIONAL DAY OF ACTION AGAINST BULLYING AND VIOLENCE' to consolidate whole school approach.
- Counsellors inserviced in 'SHARED CONCERN' approach to facilitate conciliation between bully/victim.
- School Focus – BETTER BYSTANDER BEHAVIOUR. Reporting procedures reinforced and promoted in Homerooms and year cohorts.
- STUDENT MM EMPOWERMENT TEAM established – Year 12 leaders.
- RUOK Day celebrated and linked to staff MOVEMBER Men's Health Issues/Fundraising.
- Completed NATIONAL SAFE SCHOOLS FRAMEWORK audit.

2013

- LET'S STAND TOGETHER' – Whole School focus. Visit by Matt Shirvington – Pastoral Care lessons on NATIONAL DAY OF ACTION AGAINST BULLYING AND VIOLENCE.
- 'RUOK' DAY – facilitated by Student MM Empowerment Team.
- BUDDIES POSTER COMPETITION
- EXTENSION OF MENTORING 'AT RISK' STUDENTS - training for mentors and broaden activities, e.g. Bushwalks, Friday afternoon events.
- Responded to gap analysis of 2012 audit of NATIONAL SAFE SCHOOLS FRAMEWORK.

2014

- Theme for year TOUCHSTONE of JUSTICE AND SOLIDARITY
- Distribute (in cycle) ANTI-BULLYING CARD and display POSTER in each Homeroom.
- Student MM EMPOWERMENT TEAM lead NATIONAL DAY OF ACTION AGAINST BULLYING AND VIOLENCE (21/3). Preston Campbell guest speaker and Year 12 lead dedicated lesson on topic.
- Elements in College's STRATEGIC IMPROVEMENT PLAN: explore appointment of Parent Liaison Officer, BETTER BYSTANDER BEHAVIOUR (focus), expand and consolidate PEER SUPPORT and MENTORING programs.

ANTI-BULLYING

Philosophical Basis

Bullying is any form of verbal, written (email, graffiti, text message etc) physical abuse or harassment by one individual/group towards another individual/group within the College community. Our student diary defines it as *“intentional, unprovoked and repetitive behaviour (looks, actions or words) meant to hurt, exclude, or ‘put down’ someone, individually or in a group.”*

The College has a zero tolerance towards bullying in all its forms. Our structures/procedures seek to promptly address bullying incidents and to educate perpetrators to awareness, understanding and less recidivism. Concurrently we aim to build appropriately responsive skill sets, confidence and resilience in victims. The value foundations of our Catholic ethos and Blessed Edmund Rice’s charism (found for example in the College’s Mission Statement, Touchstones and Core Values and the Student Code of Conduct) underpin this policy.

PROVISIONS:

- Students (and staff) are encouraged to report all bullying incidents. A detailed policy is published.
- Guidance Co-ordinators conduct anonymous bullying surveys in their Year groups (particularly Years 7, 8 and 9) and evaluate and follow up on results.
- Staff are inserviced regularly on the latest research and effective strategies and responses (e.g. restorative justice/shared concern method).
- Resources to assist individuals/whole form forms exist within the College are applied as appropriate, e.g. Michael Carr-Gregg’s *‘Bullying No Way’* etc.
- Years 5, 7 and 11 are involved in an 8-week Peer Support program Term 1 each year. It then forms the basis of any peer mentoring or reporting as appropriate within the College.
- The College Counsellors, Pastoral Care structures and/or outside agencies and facilitators are employed as appropriate.
- Established mentor/mentee programs to support students deemed ‘most at risk’.
- The College is nationally accredited as a MindMatters School which promotes positive mental health and wellbeing.

Basis of Discretion: Deviation from this policy will only occur with the approval of the College Executive.

Review: This policy will be reviewed annually.

Last reviewed: November 2013



Anti-Bullying Policy



When does bullying occur?

Any time and anywhere!

Bullying is:

Intentional - Unprovoked - Repetitive behaviour meant to hurt, exclude, or 'put down' someone, individually or in a group.

Bullying can be in looks, actions or words.
Bullying is not a joke. **It is unacceptable.**

Bullying could include:

Name Calling - Put Downs - Teasing - Intimidation - Intentional Exclusion - Swearing - Humiliating and Ridiculing - Stand-Over Tactics - Spreading Rumours - Hitting/Punching - Misuse/Vandalism of Property

You are encouraging and co-operating in bullying by:

Providing an audience
Not reporting
Not supporting someone who is being bullied
Passing on harassing notes or otherwise supporting 'bully' actions

Remember:

If you see bullying and you do not do anything about it you are guilty also.

If you are being bullied you can do something about it!

Here's what you can do:

Positive strategies to help counter bullying

Be assertive: let the bully know how you feel firmly and honestly
Avoid situations which lead to bullying
Consider your behaviour
Control/overcome fear
Seek help from a trusted adult: parent, teacher, school counsellor

Remember: It is OK to tell!

How the College can help:

If you are being bullied, the College:

Provides ways for you to report and talk about what is happening (Anti-Bullying Card)
Provides counselling
Gives advice on how to handle the situation
Maintains confidentiality
Listens sympathetically and carefully and takes you seriously
Supports you
Investigates reported incidents of bullying
Brings victim and bully together to work the situation through

The message for bullies

Consequences for bullies:

Interviewed by Year Co-ordinator and/or Deputy Principal
Your parents/guardians are contacted
Behaviour contract
Counselling
You will be involved with the victim in a 'work it through' process - you will have to listen to your victim's hurt
Loss of privileges
Detentions
Suspension
You might be asked to leave the school

If you are the bully, the College:

Provides counselling
Helps you change your pattern of behaviour
Supports you in your efforts to stop the bullying



St Pius X College
Anti Bullying Card

➤ **What are bullying behaviours?**

PHYSICAL:	e.g. hitting, pushing, touching, kicking, vandalism
VERBAL:	e.g. yelling, swearing, name calling, gossip, threatening, ridiculing, put-downs
EMOTIONAL:	e.g. exclusion, hurting people's feelings, intimidation
ICT:	e.g. phone calls, texting, Cyber bullying

What can I do?

- Ignore it!
- Walk away
- Tell them clearly to stop
- Get help
- Consider my behaviour - assert 'positive bystander' behaviour

➤ **Who can I talk to if I'm being bullied?**

Report it and seek help from Senior Mentors, Homeroom Teachers, Guidance Co-ordinators, Counsellors, Deputy Principal

What are the possible consequences of Bullying?

Continued bullying/harassment or the use of violence will lead to SUSPENSION and other CONSEQUENCES.