St Bernadette's Catholic Primary School

Anti-Bullying Action Plan

Implementation:

- Parents, teachers, students and the community will be aware of the St Bernadette's position on bullying. This information is shared with the community via our school website, in the Parent Handbook and in the welcome packs for all new families.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- St Bernadette's 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 St Bernadette's programs and response.
- To implement SEL that promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each teacher is to clarify with students at the start of each year the school policy on anti-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.
- The curriculum to include anti-bullying messages and strategies
- Student Representative Council, peer mediators, staff and students to promote the philosophy of 'No Put Downs'.
- Public recognition and reward for positive behaviour and resolution of problems.

2. Early Intervention:

- Promote the reporting of bullying incidents by students and staff.
- Teachers and Principal need to remind students and staff to report incidents of bullying on a regular basis.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents encouraged to the contact school if they become aware of a problem.
- Parents to be contacted.

3. Intervention:

- Once identified each bully, victim and witness 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 to be contacted.
- Both bullies and victims will be offered counselling and support.

- 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 contacted and consequences implemented.
- If staff bullying persists the Principal will commence formal disciplinary action.

4. Post Violation:

- Consequences for students will be individually based and may involve:
    - exclusion from class.
    - exclusion from yard.
    - school suspension and/or expulsion
    - withdrawal of privileges.
    - ongoing counselling from appropriate agency for both victim and bully
    - a positive behaviour support plan.
- Reinforcement of positive behaviours.
- Whole class and small group meetings and check ins.
- Support structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:
    - counselling
    - a period of monitoring
    - a formal support group
    - disciplinary actions