Our Vision is that Our Lady of Perpetual Succour School will be recognised as a family-like Catholic faith community committed to quality teaching and learning. Our school motto is ‘With Love We Grow’.

Introduction
OLPS School is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying. Bullying is defined as repeatedly hurting another person who is feeling less powerful - either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:-

Physical:
Hitting, kicking, punching
Pushing, shoving, spitting
Making rude gestures
Throwing sticks
Unkind tricks
Taking a ball from another group and taking over their game
Constantly interrupting and/or changing the rules of a game
Pulling faces / eyeballing
Taking or damaging something which belongs to someone else
Forcing others to hand over food, money or something that belongs to them
Making someone do something they don’t want to
Pushing equipment off desk/ripping school work

Verbal:
Name calling
Teasing
Threatening
Making fun of someone because of their appearance, physical characteristics, disabilities/medical conditions, cultural background, likes or dislikes
Making fun of someone’s action, intellectual ability or family
Talking over the top of someone
Using sarcasm towards someone
Psychological / Indirect:
Excluding others from the game or group
Spreading untrue stories about others
Excluding others by ignoring
Whispering about someone (spreading secrets)
Trying to get others into trouble unfairly (manipulating)
“Ganging up” against others
Passing negative notes or messages about others e.g. emails, text messages, offensive messages on MSN, Facebook, MySpace, twitter etc. password use to access of other student work online
Playing “mind games”

Strategies we will use to deal with Bullying at O.L.P.S.:
Explicitly talk and teach about bullying in Term 1 through the PDH program and throughout the year when the need arises- define what it is, how it affects us and what we can do about it.
Teach our children the skills which will build their self-esteem, resilience and empower them to take the responsibility for themselves - and give them the opportunity to practise these skills through role plays and other means.
Teachers will refer to the Diocesan Positive Behaviours for Learning (PBL) documents.

Responsibilities of teachers:
To respect the dignity of each person involved.
To develop a strategy to help any child who has been bullied and to support and show empathy with the targeted child.
To conduct a bullying survey throughout the school in Term 1 (last week) and Term 3 (Week 5).
To model appropriate behaviour at all times.
To deal with all reported and observed incidences of bullying as set out in this policy and refer them to the principal and classroom teacher.
To ensure that children are supervised at all times.
To teach all children anti-bullying strategies and provide different role play opportunities within classrooms for different age levels.

Responsibilities of Children:
To respect the dignity of each person involved.
To not bully others
To ‘tell’ if they are being bullied or if they see someone else being bullied - both at school and on the way to and from school.
To help someone who is being bullied and not play the role of the bystander.

Responsibilities of Parents:
To respect the dignity of each person involved.
To observe changes in behaviour and acting upon it appropriately.
To speak to someone on staff at the school if their child is being bullied, or they suspect that this is happening.
To instruct their children to ‘tell’ if they are bullied.
To allow the school to deal with the matter, rather than taking it into your own hands.
Reporting of Bullying
Children and their parents can report incidences of bullying to any teacher or the Principal. For behaviour that is serious, parents will be notified.

Responding to reported incidences of Bullying
When a bullying incident is reported or observed we will use the following graded sanctions:

1. Talk to the children involved about the incident, document it and remind them that such behaviour is not acceptable. Listen to and comfort the targeted student and acknowledge their feelings. Use Restorative Practice procedures.
2. Talk to the bully and listen to their side of the story.
3. Discuss with the bully the current incident and consequences and warn the bully of the consequences for further incidences.
4. Inform other staff of the incident.
5. Monitor the behaviour of the children involved following this discussion. Try and give the bully some tasks to do or some responsibilities, or praise him/her for doing something right. Classroom teachers at this point will be asked to document any further incidents of bullying.
6. If the bullying is repeated or serious enough the first time, separate the offending child from the classroom or the playground for a period of time as appropriate. This will be decided by the Principal. Parents must be informed by the principal of what has happened at this point by phone or informally in person.
7. If the child continues to bully, make a formal appointment to speak to the parents/carers. Strategies will discussed, decide upon and followed through by the Principal, classroom teacher and parents.
8. Monitor ongoing incidents by filing summary of bullying surveys and implementing social skills programs to support students where needed.
9. If none of the sanctions succeed in stopping the child from being aggressive and a bully, he/ she may be excluded from the school for a short period of time. If this is the case the Catholic Schools Office consultant will be informed.

The Principal and staff will be responsible for implementing the program and ensuring that bullying incidents are dealt with in a manner consistent with the policy and as soon as possible, after it is reported or observed.

Review
We will revisit the program each year by:
Reminding students and teachers of our policy.
Including a copy of the policy in the school newsletter for parents.
Revising anti-bullying activities in classrooms at the beginning of each term and at other times if necessary.
The anti bullying policy is available for viewing on the school website.

February 2016 To be evaluated after two years or when necessary.
Appendix 1

A Summary of Strategies for Dealing with Bullying

1. Raise awareness of all groups in the community regarding the nature, extent and impact of bullying
   Define bullying
   Identify targeted students of bullying
   Identify the warning signs
   Action plan to protect children from bullying
   “Wherever the energy for action comes from, research is showing that the most effective action on bullying is that which is understood and supported by all parts of the school community” (Broadwood and Carmichael, ‘Tracking Bullying’ Learning Design, London, April 1996)

2. Assist the school community to develop and maintain a culture in which bullying behaviour is not accepted through:
   collaborative development and articulation of the schools vision and mission statement.
   ongoing Pastoral Care development and implementation.
   Religious Education and PDHPE programs.
   assemblies, liturgies and cultural events.
   incorporating opportunities for students to develop skills in collaborative learning, problem solving, communication and resilience.

3. Collaboratively develop a school wide anti-bullying policy which identifies provisions regarding:
   The roles, rights and responsibilities of key groups in implementing anti-bullying policy eg.
   School personnel, students and parents.
   Effective, consistent and transparent strategies for:
   Reporting bullying incidents
   Responding effectively to a bullying incident
   Involving parents
   Appropriate supervision of playground ‘hot spots’
   Processing student grievances
   Achieving conflict resolution rather than just conflict management

4. Support those who are bullied
   Teach targeted students a range of strategies and give them opportunities to practise what to say and do if they are bullied
   Assist students to recognise the difference between ‘dobbing’ and reporting
   Encourage other students to take responsibility for their more vulnerable peers

5. Change attitudes and behaviour of bullies
   Support bullies to take responsibility for their behaviour and to act on their ability to make choices
   Assist bullies to develop appropriate non-violent ways to meet their needs
   Reason with bullies and help them to appreciate the feelings of others
   Assist bullies to understand the consequence of their actions on others
   Mediate in a non-accusative, non-threatening way
   Encourage other students to influence bullies positively
   Introduce restorative justice procedures
   Introduce sanctions