



## Positive Behaviour Policy

As a Catholic Community, we are committed to creating an engaging environment, which encourages growth, relationships and the wellbeing of all. As an active learning community, we empower all to be lifelong learners working towards the Common Good.

The following principles underpin all that we do at St Mary's:

1. We are a faith community, where all teachers and students reach their potential and uniqueness is catered for and celebrated
2. We engage in expert teaching strategies to develop the whole child in preparation for a successful future
3. We use and analyse data to personalise learning
4. We value collaborative planning to ensure student needs and interests are met
5. We strive for a high level of student engagement, achievement and teacher efficacy
6. We are committed to creating authentic links to our local and global communities.

### Rationale

At St Mary's School we believe that all members of our school community have an equal right to feel safe and secure. As a Catholic school Gospel values underpin all areas of school life. Bullying and harassment are therefore unacceptable.

At St Mary's we define bullying as behaviour that is repetitive and intentional with the purpose of causing physical, social, emotional or psychological harm.

Bullying is not one-off incidents of name-calling or physical abuse (although these actions are certainly unacceptable). It is only bullying when it is deliberate and repeated.

### Aims

Through this policy we aim to:

- Provide a happy, safe and secure environment.
- Reinforce within the school community that bullying is unacceptable in any form.
- Ensure everyone within the school community is alert to signs and evidence of bullying and to report incidents to school staff.
- Ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- Seek parental and peer-group support and co-operation at all times.

## Implementation

At St Mary's School we will respond to reported incidents of bullying, by implementing these actions:

- A member of the Leadership Team will investigate all reports of bullying behaviour
- A member of the Leadership Team will interview students involved in reported incidents of bullying behaviour to establish the nature of the incident
- A "no blame" approach will be followed
- Once it has been established that bullying has occurred, contact with both the victim's and bully's parents will be made
- Appropriate support/consequences will be put in place for all those involved. A range of follow-up options will be considered depending on the nature of the situation. These may include mediation, time-out, restitution, or counselling
- In the case of further incidences of a student choosing bullying behaviour, a meeting with parents will be held. A Goal Setting/Action Plan will be implemented and reviewed
- Contact will be made with the parents of a student who repeatedly displays victim behaviours. A Goal Setting/Action Plan will be implemented and reviewed
- Referral to Psychologists, Counsellors or other support people may occur when either bullying or victim behaviour is persistent and resistant to change

## References

1. Rigby, K (2003). *Bullying Among Young Children: A Guide for Teachers and Carers*.
2. *Very Mixed Emotions: A Discussion Starter on Bullying in Childhood*. (DVD) National Community Crime Prevention Programme of the Australian Government
3. National Centre Against Bullying ([ncab.org.au](http://ncab.org.au))
4. Bullying. No Way! ([bullyingnoway.com.au](http://bullyingnoway.com.au))
5. Kids Helpline ([kidshelp.com.au](http://kidshelp.com.au))

## Evaluation

This policy will be reviewed as part of the school review cycle

<b>Date of Ratification</b>	May 2015
<b>Date of Review</b>	June 2018