St Pius X School Anti-Bullying Policy will be implemented in conjunction with other relevant policies, including the Pastoral Care and Occupational Health and Safety Policies and with due regard to mandatory legal obligations.

Contacts:

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KEY PRINCIPLES OF POLICY

• The safety and care of the students is the paramount consideration.

• Confidentiality must be maintained, with communication limited to those people who need to be informed in order to resolve the issue.

• Any concerns or allegations raised are listened to, treated seriously and addressed expeditiously through a proper and thorough investigation that is conducted fairly, having regards to the interests and needs of all involved.

• The school has an ongoing duty of care to all students, not just the student or students affected by the allegations.

• The school will follow a systematic and structured approach to handling all reported instances of bullying, including cyber bullying.

• The school will provide pastoral care that ensures support for all parties. If, however, offenders do not learn to implement more appropriate behaviour, planned disciplinary consequences will be applied according to the school guidelines and in compliance with the school’s legal duty of care.

• The school staff will be continually inserviced regarding bullying issues and the relevant school policies, including the legal responsibilities of both the school and individual staff members.
Our vision for St. Pius X School community is that in providing a quality, positive learning environment, all children will reach their true potential and be witnesses to the Catholic faith.

POLICY:
St. Pius X School is opposed to bullying in all its forms be it physical, emotional and verbal. St. Pius X School will work in partnership with all members of the school and wider community to provide a safe, secure learning environment for the students with a zero tolerance of bullying.

The school operates appropriate procedures for the reporting of all forms of bullying and ensures that these procedures are well understood and publicized within the school community.

DEFINITION:
Bullying is when a student or students repeatedly and deliberately try to harm, humiliate or distress another student. There is a power imbalance involved.

Bullying includes material of an offensive nature that is deliberately created, published or forwarded via electronic media such as the internet or mobile phones.

AIMS:
St. Pius X school aims to provide a safe and caring environment in which students can develop and reach their full potential.

RATIONALE:
Our Pastoral Care Policy is founded on the conviction that all members of our school community are worthy human beings and have a right to be dealt with in a sincere and respectful manner.

The school strives to be a community that promotes care, respect and cooperation and values diversity.

The school affirms the right of all members of the school community to feel physically and emotionally safe, secure and valued.
The school acknowledges its legal responsibility to support the care and protection of students while they are at school, involved in school organized activities or interacting with other members of the school community.

The school promotes models of behaviour between school personnel and students based on mutual respect and consideration.

IMPLEMENTATION:
The implementation of this policy is based on:

* minimizing the incidence of bullying within the school community, and its impact on individuals and the wider community.

* ensuring that all members of the St. Pius community, staff, students and parents, are aware of expectations and procedures to ensure that incidents are reported and dealt with appropriately.

Every person in the school community has responsibilities in the implementation of this policy as outlined in the school Behaviour Management Guidelines.

All students and parents will be given the information necessary to assist them in reporting instances of bullying within the school community, including cyber bullying within and outside the school.

All members of the school staff will respond immediately to evidence of bullying by supporting those involved and following the school structure for the implementation of this policy.

All staff are expected to model appropriate standards of behaviour which promotes St. Pius X policies.
ANTI-BULLYING PROCEDURES
FOR ST. PIUS X

- Student surveys completed every two years
- Juniors Yrs 1, 2, 3
- Seniors Yrs 4, 5, 6

Once a term the following survey questions could be put to your class. Years 4, 5, 6 only.

- Bullying Incident Report must be completed by teacher (unless it's a casual teacher), who reports to class teacher or Executive.
- Always refer to the chart on Anti-Bullying Procedures.