

St Anthony's Catholic Primary School



PERSONAL RESPONSIBILITY & ANTI-BULLYING POLICY

2018

Review Date: 2021

Ratified by School Board: _____

Vision Statement

At St Anthony's Catholic Primary School, we strive to provide an education of excellence, through commitment to the Catholic tradition and living in a community where respect, justice and faith are celebrated.

RATIONALE

St Anthony's Catholic Primary School is committed to providing an environment in which students, staff parents and visitors all feel safe. As a community, we work together to eliminate all forms of bullying and harassment as part of our Personal Responsibility & Anti-Bullying Policy.

"Safety, a basic human right, is a pre-requisite for the Catholic School to be able to carry out its mission to educate." [SACCS Child Protection Policy 2000]

The Personal Responsibility & Anti-Bullying Policy relies on a process of accountability for one's own thoughts and actions and the way these impact on others.

Developing this sense among children is greatly assisted when children are well aware of choices and the way the choices they make affects others.

This policy document has been designed to outline the steps taken at St Anthony's Catholic Primary School to provide for:

- The development of the whole person
- Personal growth founded in the values and virtues of the Gospels
- Creation of a positive environment for all

The development of appropriate behaviours is integral to the development of a respectful and positive school environment. Ideally, this behaviour should come from within each member of the school community where each of them is accountable for the choices they make.

This policy is formed within the mission and values of the Catholic Church, the values of love, compassion, justice, reconciliation and hope lead all members of the Catholic School community into the justice and love of the Reign of God. (Behaviour Education and Personal Responsibility Policy CESA, 2010)

This policy has been framed in line with the Behaviour Education and Personal Responsibility Policy CESA, 2010

AIMS & GOALS OF THE PERSONAL RESPONSIBILITY & ANTI-BULLYING POLICY

AIMS to develop a sense of responsibility based on the Mercy Keys of:

- Mutual Respect
- Justice
- Integrity
- Loyalty
- Compassion
- Responsibility

GOALS

- To ensure that all within the community are aware that our pastoral care is based firmly in the belief that each and every person is created in the image and likeness of God [Genesis 1: 27] and with that acceptance is that the dignity of all with mutual rights, obligations and needs will be upheld
- To be aware across all facets of the school that student well-being is best achieved within an environment that is safe, supportive, inclusive and empowering, where diversity is respected and valued, where human rights and the common good are honoured, where inter-relationships are positive, where students experience connectedness and engagement and where those experiencing difficulty or who have specific needs receive particular care and support
- To ensure these relationships are based on the Mercy Keys and with qualities compatible with Gospel values and virtues
- To provide learning experiences that are relevant, challenging, inclusive and positive so that each child develops a sense of affirmation
- To encourage self-discipline, responsibility, initiative, creativity, leadership and a sense of achievement

PROCEDURES TO DEVELOP A PERSONAL RESPONSIBILITY & ANTI-BULLYING POLICY.

SCHOOL EXPECTATIONS

That all students will understand that all members of St Anthony's Catholic Primary School Community have a right to feel safe at school. They will understand what determines bullying and/or harassment as understood by the following definition:

'Repeated intimidation, over time, of a physical, verbal, sexual, racial, slanderous or digital nature of a less powerful person by a more powerful person or group of persons.'

BULLYING

- Is often hidden and not readily recognisable
- Any reduction of the problem relies on information being provided to those in a position to intervene
- Silence on the part of victims, their parents, staff and other students only exacerbates the problem and delays intervention
- A whole school approach is necessary for measures to have effect: staff, students and parents

- Education about bullying and harassment alongside the fact that all have a right to be safe is a key element in the process of elimination of these behaviours
- The policy is to be distributed to the school community so that everyone in the is familiar with and involved in ensuring its long term success
- There is need for on-going review of strategies and frequent education

PREVENTION, EDUCATION AND AWARENESS INITIATIVES

At St Anthony's Catholic Primary School we will:

- Conduct periodic student surveys in a confidential manner, so that students are able to communicate with staff should they feel unsafe
- Work with students across the curriculum to clarify what constitutes bullying alongside their own personal responsibility to raise awareness of students' role in creating a safe environment
- Have students sign a commitment to assist the school community in addressing the issue
- Create opportunities for students to meet and share concerns on a regular classroom basis e.g. class meeting/discussion
- Provide information to parents to inform them of initiatives undertaken to address bullying
- Discuss bullying issues together with personal responsibility at Staff Meetings on a regular basis, review the policy and give further information about current issues and current thinking
- Work with students on a whole school basis to develop the idea that "Telling is OK", and that measures can be taken to protect those who inform staff
- Encourage students and parents to inform the class teacher as soon as possible should any level of concern arise

Intervention procedures will vary according to whether the bullying is observed and identified by a staff member or whether communicated by the victim or by an observer. In the case where staff observe bullying behaviour the primary goal will be to stop the behaviour.

We aim to build a child who is competent in relating and interacting with a deep respect for others and accepting of conflict and error. A child who has his/her own values and is adept at building relationships of solidarity [Carla Rinaldi]