

POSITIVE BEHAVIOUR MANAGEMENT AT ST FIDELIS'

"At St Fidelis we are always and everywhere faithful."

RATIONALE

- Every member of our school community has a right to fully participate in a Catholic learning environment that is safe, supportive and inclusive. Everyone deserves to be treated with respect and dignity.
- We believe students learn best when they feel safe and happy in a caring, supportive and engaging environment. We foster positive, tolerant and respectful relationships.
- Through the curriculum we explicitly teach social skills and values. Students are taught how to manage their emotions, resolve conflict and self-manage their behaviour.

CLASSROOM AND PLAYGROUND

SCHOOL RULES

- FOLLOW DIRECTIONS
- KEEP HANDS, FEET AND OBJECTS TO YOURSELF
- LISTEN TO THE SPEAKER
- SPEAK APPROPRIATELY
- MOVE SAFELY
- TREAT PROPERTY WITH CARE

REWARDS

Class rewards are decided in levels and include: Free time, screen time, games, homework pass etc

CONSEQUENCES (If the student is deliberately choosing to disrupt teaching and learning)

1. **First Warning**
2. **Second Warning**
3. **Move away from group**
4. **Move to formal time out area in classroom**
5. **Exit to another room** (with a reflection sheet to complete and teacher to contact parents)

SEVERE CLAUSE

If student is deliberately/continually choosing to disrupt teaching and learning use SEVERE CLAUSE.

- Contact Principal to collect child immediately. Parents contacted.

- *Teachers explicitly teach, monitor and reinforce these rules*
- *All behaviours in the playground will be dealt with and followed up by the teacher on duty*
- *These strategies also apply when on an excursion, school camp, at the Out of School Hours Care Program and when wearing the St Fidelis Primary School uniform in public*
- *Corporal punishment is not accepted or used by any member of staff on a student*

**BULLYING, HARASSMENT AND VIOLENCE IS NEVER ACCEPTABLE
AND WILL NOT BE TOLERATED AT ST FIDELIS**

WHAT IS BULLYING?		BULLYING ISN'T
<p>Bullying is when someone (or a group of students) repeatedly and intentionally uses negative words and/or actions against you, which causes you distress and makes you feel uncomfortable.</p> <p>The five kinds of bullying are:</p> <ul style="list-style-type: none"> • Physical: Pushing, kicking, hitting, pinching, threats. • Verbal: Name calling, sarcasm, spreading rumours, persistent teasing. • Emotional: Excluding, tormenting ridicule, humiliation, intimidation. • Racist: Racial taunts or gestures. • Cyber/SMS: any form of bullying which is carried out through Information and communication technologies 		<ul style="list-style-type: none"> • Mutual agreement and disagreement • Single episodes of social rejection or dislike • Single episode acts of nastiness or spite • Random acts of aggression or intimidation • Likewise not all online issues are cyberbullying.
PROCEDURES		
STAFF	STUDENTS	PARENTS
<p>Staff will follow these protocols:</p> <ul style="list-style-type: none"> • Watch for possible signs of bullying – <i>See following page</i> • Keep accurate records of all bullying incidents • Interview bullies, victims and witnesses and keep a record of conversation • Decide on appropriate action in consultation with Principal/Vice Principal/ or representative and classroom teacher • Contact parents of students involved and consult in regard to strategies to assist all parties (<i>Severe Clause behaviour management – alert leadership</i>) • Use all students as a positive resource in countering bullying and take time to discuss the problem in class and at assemblies • Promote an awareness of anti-bullying and offer lessons, discussions, role-play, programs etc about Bullying and cyber safety • Ensure that all areas of the yard are well supervised and be consistently on the move whilst on playground duty – make use of playground observation proformas • Regularly check in with students and parents involved (does not have to be a formal meeting) • Inform all members of staff about the incident and action taken 	<p>Students will be informed and explicitly taught: “Some Strategies To Stop Bullying”</p> <ol style="list-style-type: none"> 1. Ignore the person 2. Talk nicely to the person 3. Ask them to stop it – stop it I don't like it! 4. Walk away from them 5. Tell a teacher or trusted adult <p>To report all incidents of bullying to a trusted teacher or their classroom teacher, even if they are not directly involved</p> <p>That bullies, victims and witnesses will be required to discuss the incidents with the teacher and/or with a member of the leadership team</p> <p>Ways to avoid bullying and how they can create and sustain a safe and happy environment at school</p>	<p>Parents/caregivers should be regularly advised to:</p> <ul style="list-style-type: none"> • Watch for possible signs of bullying • Inform the school of any bullying incidents – with consideration to above definition • Talk to their child about bullying • Encourage their child to report any incident of bullying • Listen sensibly and systematically to reports of bullying • Use appropriate channels of communication and work with the school to seek a suitable solution • Discuss Cyber Safety and appropriate use of technology with their child

IMPLEMENTATION

This policy will be reviewed annually and communicated to:

- **Staff** via staff meetings
- **Parents** via the school newsletter and Website.
- **Students** at the beginning of each term - as part of our Behaviour Management procedures and the setting up of school and classroom routines – and whenever appropriate

SIGNS OF BULLYING

Children who experience bullying will usually show signs in three ways:

1. Acting out: outward signs such as displays of unusual aggression at home, talking about hating school and getting into trouble more often.

2. Acting in: subtle behaviour changes such as sullenness, withdrawing from usual activities, being uncommunicative, feigned illness, bed-wetting and altered sleep patterns.

3. Telltale signs: more obvious physical signs such as torn clothes, items missing, altered school routes and physical injuries.

Signs of Bullying a teacher might notice:

- becomes aggressive and unreasonable
- starts getting into fights
- refuses to talk about what is wrong
- school grades begin to fall
- student is often alone or excluded from friendship groups at school
- student is a frequent target for teasing, mimicking or ridicule at school
- change in the student's ability or willingness to speak up in class and appears insecure or frightened

DEFINITIONS

HARASSMENT:

Harassment is behaviour that targets an individual or group which offends, humiliates, intimidates or creates a hostile environment due to their identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age, ability or disability. It may be an ongoing pattern of behaviour or a single act and may be directed randomly or towards the same person(s). It may be intentional or unintentional.

DISCRIMINATION:

Discrimination occurs when people are treated less favourably than others because of their:

- identity, race, culture or ethnic origin
- religion
- physical characteristics
- gender
- sexual orientation
- marital, parenting or economic status
- age
- ability or disability.

VIOLENCE:

Violence is the **intentional** use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. It may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

This policy has been developed in accordance to the National Safe Schools Framework. Definitions have been taken from the above document with a view of having a consistent understanding of these terms.

ST FIDELIS' CYBER SAFETY

St Fidelis' recognises the need for students to be safe and responsible users of digital technologies.

We believe that explicitly teaching students about safe and responsible online behaviours is essential, and is best taught in partnership with parents/guardians.

We request that parents/guardians work with us and encourage this behaviour at home.

The classroom teacher explicitly discusses, monitors and reinforces the following online protocols.

Any misuse of digital technologies may result in loss of privileges.

PROTOCOL	THIS MEANS
<p><u>Communicate respectfully</u> by thinking and checking that what I write or post is appropriate, polite and respectful.</p>	<ul style="list-style-type: none"> ▪ never sending mean or bullying messages or passing them on, as this makes me part of the bullying ▪ not using actions online to be mean to others ▪ not copying someone else's work or ideas from the internet and presenting them as my own ▪ not intentionally excluding someone when online ▪ stopping to think about what I post or share online ▪ never sharing my friends' full names, birthdays, school names, addresses and phone numbers because this is their personal information
<p><u>Protect personal information</u> by being aware that my full name, photo, birthday, address and phone number is personal information and not to be shared online.</p>	<ul style="list-style-type: none"> ▪ protecting my password and not sharing it with others ▪ protecting my friends' information ▪ only joining a space online with my parent or teacher's guidance and permission ▪ never answering questions online that ask for my personal information ▪ using spaces or sites that are right for my age
<p>Being aware of poor choices and how to deal with them when learning/communicating online.</p>	<ul style="list-style-type: none"> ▪ speaking to a trusted adult if I see something that makes me feel upset or if I need help ▪ speaking to a trusted adult if someone is unkind to me ▪ speaking to a trusted adult if I know someone else is upset or scared
<p><u>Use equipment appropriately.</u></p>	<ul style="list-style-type: none"> ▪ respecting and taking care of all ICT property ▪ never touching wires and parts I am not allowed to touch or am unsure of

NB Students are able to logon to their school internet account from home. It is important to note that the children's internet access at home will not be filtered by the school's system. There may be a risk that inappropriate websites or content could be accessed at home. Parental supervision is strongly recommended whenever your child accesses the internet at home.