



INFANT JESUS SCHOOL

2.3 Pastoral Care Policy: Countering Bullying

Originally Released: 2006

Reviewed: 2012

Reviewed: 2013

Reviewed: 2014

Reviewed: 2017

Rationale:

Our Pastoral Care Philosophy is based on our School Vision, Mission and Values and we believe that all people can live in love and harmony with each other. Our Catholic School is in essence the face of Jesus for the whole community. The life of every human person is seen to have a God given value and meaning which is enhanced in our school community in an atmosphere permeated with the Gospel values of freedom and love.

Our school is a place where every individual is welcomed, cherished, respected and valued. Our Catholic ethos ensures that a Christ-centred approach is at the heart of all we do. We live and learn within a community that is caring, loving, compassionate and forgiving. Meaningful relationships form the basis of all our interactions.

We provide a nurturing learning environment; a curriculum and a set of practices based on the Gospel to ensure all children belong, feel happy and are safe. Our children respect themselves and others in a manner which shows acceptance towards all cultures, both within the school and in the wider community.

We recognise that all children come to school with a great diversity of backgrounds, interests and capabilities. We take time to listen to their stories and to appreciate and empathise with the challenges in their lives. Within our supportive learning environment we meet the needs of every child and value their contributions enabling them to flourish socially, emotionally, spiritually, physically and academically. Through their interactions, children attain the beliefs, values, attitudes, knowledge, skills and practices which enable them to achieve Christ's vision of the human person.

In Catholic Education, Christ is the foundation. The harassment or bullying of any person within Catholic Education is contrary to the Gospel and the vision of Catholic Education.

Infant Jesus School is committed to ensuring that all members of our school are safe, belong, are happy and can learn and work in an environment free of harassment and bullying.

Definition:

Bullying is a wilful, conscious repetitive behaviour intended to hurt another person, either physically or emotionally.

Bullying can take many forms. Repeated actions of the following may constitute an act of bullying.

1. Verbal

- Making hurtful and racist comments/jokes/name calling
- Commenting on social or family backgrounds
- Picking on others

2. Emotional

- Spreading rumours, gossip
- Taking or damaging property
- Sending hurtful notes/text messages
- Attempting to intimidate, threaten or belittle

3. Social

- Excluding from a group
- Deliberately ignoring or avoiding

4. Physical

- Hitting, punching, tripping
- Kicking, biting
- Negative body language
- Damage to property
- Stealing personal possessions

Strategies to support Personal Growth for all:

- Relationship/social skill development with all children
- Restorative Practice
 - Active Listening (individual talks with all children)
 - Conflict Resolution ('No Blame' approach – Problem solving – group meeting)
 - Peace Education (Repairing the harm)
- Appropriate bystander behaviour is developed and responsibilities are understood by all.

Procedure to follow for serious incidents of bullying.

When staff become aware that an incident of bullying may have occurred they should refer to the Principal for the initial conversation/discussion. A decision will be made in regard to the process of gathering and analysing information in regard to the incident.

The following may be undertaken as necessary:

- Contact Parents – Parents will be notified immediately if their child is involved.
- Develop Action Plan in consultation with all stakeholders i.e. Principal, Staff, Children and Parents

Action Plan should state:

- School goals
- Statement of inappropriate behaviour
- Restorative Practice
- Time frame for monitoring
- Implement Action Plan
- Review Action Plan as necessary

The plan will be developed and followed according to the situation. Different situations may require different strategies.

The Infant Jesus School community states that any form of bullying is totally unacceptable behaviour and will not be tolerated at any time.

ACTION PLAN

OUR GOAL IS TO:

Provide a safe secure, happy and stimulating environment where each person grows in acceptance of themselves and others and understands their uniqueness and place in our world.

RESTORATIVE PRACTICE:

Active Listening – individual talks with all children (all children acknowledging their action).

Personal Reflection

- What did I do?
- Why did I do it?
- How do I feel about it?
- How do I think the other person feels?
- What will I do now to make things better?

Conflict Resolution – Problem Solving/Group Meeting

PEACE Education – Re-establish Peace (No Blame Approach) and repair/rebuild relationships

ONGOING MONITORING:

Plan for monitoring ongoing relationships will be developed