



St. Francis Xavier's School Urana

Think, Speak and Act Like Christ

| Reviewed 2021 | Next Review 2026 |

Anti Bullying Plan

This Anti-Bullying Plan is to be read and implemented in conjunction with:

[CEDWW Student Behaviour Management](#)

[CEDWW Anti-Bullying Procedures](#)

[CEDWW Suspension, Exclusion and Transfer Policy](#)

[SFXU Student Code of Conduct](#)

[SFXU Pastoral Care Policy](#)

[CEDWW Bullying Prevention and Intervention](#)

[SFXU Expectations Policy](#)

What is Bullying

Bullying behaviour is defined as intentional and repeated behaviour by an individual or group that causes harm or distress. It involves the misuse of power and can involve humiliation, domination, intimidation, victimisation and all forms of harassment. It can be verbal, physical, social or psychological.

Prevention and Response

Preventing and responding to bullying behaviour is a shared responsibility of all members of St. Francis Xavier's School community.

School staff have a responsibility to:

- Model and promote respectful and appropriate relationships.
- Report any cases, suspected cases or relayed cases to the Principal and/or weekly staff meeting wellbeing time.
- Establish clear rules both on the playground and in the classroom.
- Provide learning experiences which support students' understanding of bullying, its impact and appropriate skills and strategies to deal with it.
- Empower students to feel that they can be in control of what happens to them at school and develop resilience.
- Have knowledge of school and Diocesan policies with regard to wellbeing and bullying.
- Respond in a timely manner to any incidences of bullying in line with procedural fairness and according to school and Diocesan policies.

School students have a responsibility to:

- Behave in a respectful and appropriate manner.
- Report incidents of bullying to themselves or others.

Parents have a responsibility to:

- Model and promote respectful and appropriate behaviour.
- Support their child's understanding of bullying, its impact and appropriate skills and strategies to deal with it.
- Support their children to become responsible citizens.
- Empower their children to feel that they can be in control of what happens to them at school.
- Work collaboratively with the school to resolve incidences of bullying when they occur.

At St. Francis Xavier's School, we minimise bullying by implementing strategies including the following:

- Embedding anti-bullying lessons in curriculum delivery
- Implementing Zones of Regulation across the school - From 2021
- Fostering a student community where all students feel comfortable to play with others of varying ages.
- Proactively teaching positive values and attitudes through our Think, Speak and Act like Christ initiative.
- Monitoring student behaviour in both classroom and playground settings
- Teaching resilience by modelling and role playing
- Monitoring 'hot spots' in the playground
- Visiting performances - Healthy Harold
- Dedicating time at weekly staff meetings to student wellbeing
- Regular Student Wellbeing Committee meetings with the IDLT, Centacare counsellor and Principal
- Regular monitoring of the use of technology
- Use of the local Police Liaison Officer
- Monitoring of student and family needs

Response and Management Procedures

When working with the students in the classrooms or as we move around the school or when on playground duty, staff will -

- Watch for any early signs of distress in the students
- Report all incidents or suspected incidents to the Principal
- Offer the victim immediate support and help
- Use all children as a positive resource in countering bullying by providing strategies for them to use and take time to discuss the problem in class and at assemblies
- Ensure that all accessible areas of the school are monitored during breaks and before and after school.

Students will be encouraged to report all incidents of bullying to a teacher or the Principal -

- Teacher refers incident or directs student(s) to the Principal
- Principal investigates details of the incident and these are entered into Compass.
- A restorative session is held if appropriate
- Parents of the harmer and the harmed are contacted
- As necessary, a support plan is developed with the family and IDL teacher.
- Counselling is offered as a form of support and intervention.
- External support is explored as necessary.
- After consultation with CEDWW, Diocesan anti-bullying procedures may be implemented including Suspension, Exclusion and Expulsion.