ST.CHARLES BORROMEO

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**POSITIVE RELATIONSHIPS POLICY**

**DEFINITION:**

Bullying is a repeated intentional intimidation, over time, of another person, be it physical, verbal, psychological or cyber, by a person or group of persons.

**RATIONALE:**

At St. Charles Borromeo we believe bullying to be an unacceptable part of a school culture. We believe that everyone in the school community deserves to be treated with respect and that all children have the right to learn and play in a safe environment where they are listened to and treated fairly and with respect by their peers and teachers.

**AIMS:**

* To reinforce that bullying is unacceptable.
* To raise awareness of the possibility of bullying.
* To encourage reporting of bullying.
* To follow-up all incidents of bullying with support given.
* To restore all relationships with respect.
* To empower the ‘onlookers’ of the incident to be proactive in seeking help.
* To seek school community support and co-operation for our policy.

**IMPLEMENTATION:**

At the beginning of each year each classroom teacher will clarify the school policy on maintaining a bully free environment and remind children that reporting is not ‘dobbing’.

The students will be educated about cyber bullying (through email, chat rooms, mobile phones, text messages, mobile phone cameras and websites) and the appropriate and expected use of these technologies.

All students of the school community will then be aware of the schools position on bullying.

The following steps will be implemented if bullying does occur:

1. All children involved in the incident will be heard and spoken with at the time of the incident. This will be done using our affective questions as part of our Restorative Practice.

These questions are:

* What happened?
* How did it happen?
* How did you act in this situation?
* Who do you think was affected?
* How were they affected?
* How were you affected?
* What needs to happen to make things right?
* If the same situation happens again, how could you behave differently?

1. The children’s teachers will be informed of continuing incidents, and will take appropriate action i.e.:

- speak to the children involved

-         agree on appropriate behaviour

-         agree on a necessary procedure to be followed

-         support all parties involved

-         inform other staff members so they can monitor the behaviour of children involved

1. The principal is informed of all bullying incidents.
2. If the behaviour continues despite the appropriate action as outlined in 2 (above) parents are informed of incidents and previous steps taken, also of possible consequences of continuing incidents.

**Evaluation:**

This policy will be reviewed as part of the school’s four-year review cycle or as required.