St Brigid's
Catholic Learning Community
With faith, we grow and learn.

Child Friendly - Child Safe Policy

2020

St Brigid's Gisborne

Created in 2020 by

School Student Leadership Team and Maree

Introducing our 2020 Student Leadership Team.

Absent - Eden and Mitch

Everyone has the right to be safe.

Everyone has the right to be protected from unsafe behaviours.

No one should behave in a way that makes you feel unsafe or afraid.

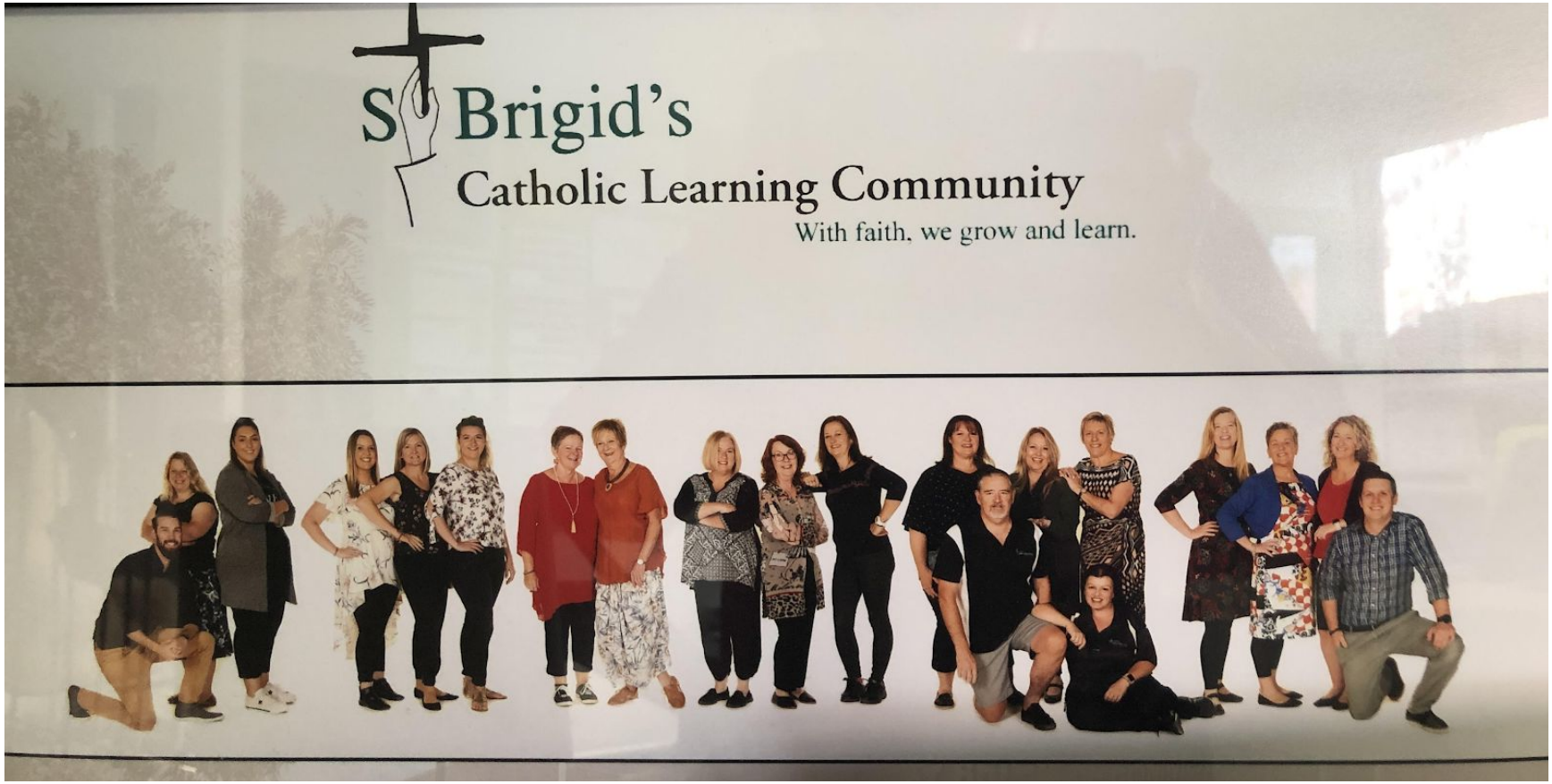
This includes anyone in your family, anyone at your school or anywhere else in the community.

Our school will do anything to keep children safe.

The school helps and looks after all students; old and young, students with different beliefs and different backgrounds, different abilities and different preferences.

Introduction

St Brigid's School has many ways to keep us safe from harm.



Purpose

The staff and everyone who works or helps at St Brigid's have committed to keep all children safe.

This means that the kids at the school feel safe and not worried or scared that something bad will happen to them.

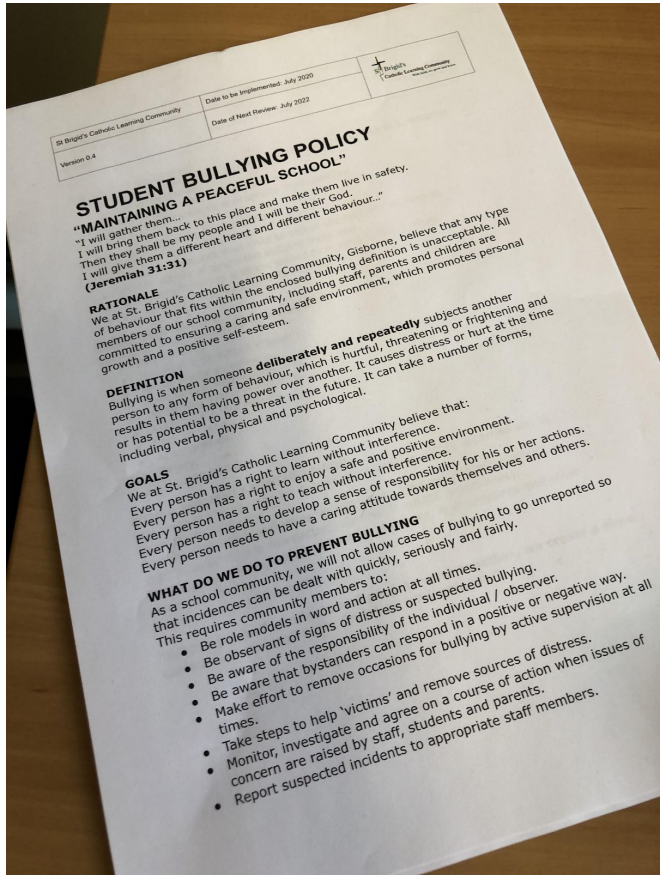
The staff in the school know what to do if a student says that they feel unsafe.

The staff will always listen.

Commitment to Child Safety

All students and young people attending St Brigid's School have the right to feel safe.

St Brigid's School tolerates no bullying, put downs or any kind of unsafe behaviour.



St Brigid's Catholic Learning Community

Date to be Implemented: July 2020

Date of Next Review: July 2022

St Brigid's Catholic Learning Community

Version 0.4

STUDENT BULLYING POLICY

"MAINTAINING A PEACEFUL SCHOOL"

"I will gather them...
I will bring them back to this place and make them live in safety.
Then they shall be my people and I will be their God.
I will give them a different heart and different behaviour..."
(Jeremiah 31:31)

RATIONALE

We at St. Brigid's Catholic Learning Community, Gisborne, believe that any type of behaviour that fits within the enclosed bullying definition is unacceptable. All members of our school community, including staff, parents and children are committed to ensuring a caring and safe environment, which promotes personal growth and a positive self-esteem.

DEFINITION

Bullying is when someone **deliberately and repeatedly** subjects another person to any form of behaviour, which is hurtful, threatening or frightening and results in them having power over another. It causes distress or hurt at the time or has potential to be a threat in the future. It can take a number of forms, including verbal, physical and psychological.

GOALS

We at St. Brigid's Catholic Learning Community believe that:
Every person has a right to learn without interference.
Every person has a right to enjoy a safe and positive environment.
Every person has a right to teach without interference.
Every person needs to develop a sense of responsibility for his or her actions.
Every person needs to have a caring attitude towards themselves and others.

WHAT DO WE DO TO PREVENT BULLYING

As a school community, we will not allow cases of bullying to go unreported so that incidences can be dealt with quickly, seriously and fairly.
This requires community members to:

- Be role models in word and action at all times.
- Be observant of signs of distress or suspected bullying.
- Be aware of the responsibility of the individual / observer.
- Be aware that bystanders can respond in a positive or negative way.
- Make effort to remove occasions for bullying by active supervision at all times.
- Take steps to help 'victims' and remove sources of distress.
- Monitor, investigate and agree on a course of action when issues of concern are raised by staff, students and parents.
- Report suspected incidents to appropriate staff members.

Risk Management

St Brigid's School knows that it is important to keep our school safe.

The staff and Student Leaders look out for problems or things that might be unsafe and then if there are any problems the school will fix them.

We should always tell a staff member if we see a risk or problem.

Code of Conduct

St Brigid's School makes sure there is a 'Code of Conduct' for all staff members, Fr Vin, emergency teachers, parent helpers, other volunteers and workers that clearly outlines the behaviour that they need to show.

People who work or help at St Brigid's must sign and follow the Code of Conduct.

The Code of Conduct is available on the school website and in the office.

Hiring Staff and Staff Training

Before employing staff and helpers, St Brigid's checks the person's background to see if they are suitable to work with children.

Some of the things the school does to make sure they are right for the school are:

- Work through an Induction Program
- They can be given a time trial
- Make sure they sign and understand the 'Code of Conduct'
- Make sure they are nice to kids
- Make sure they follow the rules as well
- Make sure they know and understand our Behaviour Matrix
- Check that they have a Working With Children Check
- Check that they have Photo ID
- See what other jobs they have had
- Maree talks to people that worked with them before to see if they're safe people.

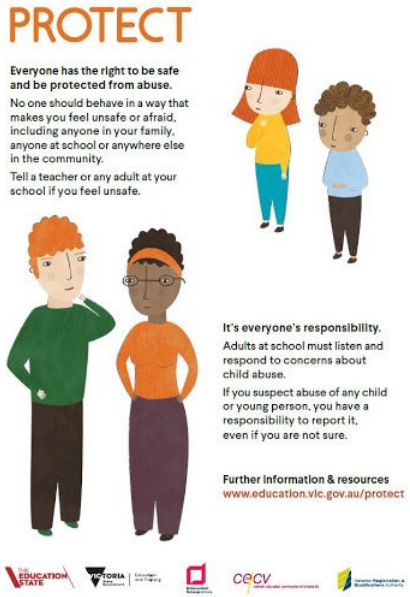
Once they have settled into St Brigid's they receive ongoing training about Child Safety.

Inclusion and Empowerment for ALL students and Young People.

All the staff and teachers at our school help the kids understand that they have a right to feel safe and secure.

The Student Leaders and Class Leaders play an important role in making sure that we know that we all have rights including the right to be safe.

Classroom activities like circle time and our Respectful Relationships Program help us understand our rights.



There are displays and posters in the school informing us about what we can do if we feel unsafe.

Students at St Brigid's are encouraged to speak up and discuss things.

Valuing Differences

St Brigid's School values differences and does not put up with any kind of teasing because people are different.

The school helps and looks after ALL students:

- Students with different backgrounds
- Students of different colours
- Students that are different shapes and sizes
- Students with different beliefs
- Students with different preferences
- Students that like different things
- Students of different abilities

St Brigid's Catholic Primary School is a Child Safe School.

We promote the safety, wellbeing and inclusion of all children.