Anti-Bullying Policy

RATIONALE

We believe that all students have the right to feel safe and be safe in the school environment. St. James is a no bullying school with a zero tolerance to all kinds of bullying. All members of the school community are committed to ensuring a safe and caring environment which promotes personal growth and positive self esteem for all.

Bullying is an act of aggression causing embarrassment, pain or discomfort to another. It is based on threat and fear.

Bullying is described as “repeated attack, physical, psychological, social or verbal in nature, by those in a position of power which is formally or situationally defined, with the intention of causing distress for their own gain or satisfaction.” (School Principal’s Legal Guide)

Bullying behaviours can include-
- Any form of physical violence such as hitting, pushing, or kicking others
- Interfering with another’s property by stealing, hiding, damaging or destroying it
- Using offensive names, racist remarks, teasing, spreading rumours
- Exclusion from activities or groups
- Social networking and cyber bullying

GOALS

- To develop strong and positive relationships between students through programs such as Buddy program, Student Leadership program, workshops and classroom activities which build trust and cooperation through programs to promote social and emotional learning.
- To ensure that St. James school is a place where staff, students and parents are committed to maintaining a safe environment
- To raise awareness of the actions that constitute bullying
- To develop a school culture that supports and encourages students to report incidents of bullying without fear of reprisals
To ensure consistent and sensitive means of dealing with any bullying incident which may occur
To educate parents about the nature of bullying and to encourage them to communicate any concerns to staff.
To be attuned to best practice in current understanding and research
To prevent future incidences of bullying

GUIDELINES FOR IMPLEMENTATION.

- Bullying is openly discussed in each classroom in the context of a class culture of respect and support for others
- Skills for empowering students to deal with bullying are taught in classrooms and in the playground. Students have the opportunity to practice these skills.
- All areas of the school are closely supervised to ensure safe behaviour.
- Teachers and adults involved with the school model non-bullying behaviours.
- Students are encouraged to report bullying behaviour to a teacher, other staff member, or the principal, verbally or in writing.
- Reported incidents will be taken seriously, recorded and investigated.
- The Principal or delegate is to be notified of all reported bullying incidents.
- Appropriate measures are taken to support the victim, the accused and all parties involved, listening to details of the alleged events.
- An appropriate process of mediation if deemed appropriate may be undertaken and overseen by the Principal, delegate and / or the Wellbeing Co-ordinator.
- The bully is supported to understand the serious implications of his/her actions, consequences are given to take restorative action. A process of monitoring behaviour is continued to ensure bullying is not repeated.
- Parents of the bully and the victim are contacted by the classroom teacher and/or principal or delegate.

EVALUATION

This policy will be reviewed as part of the school's four-year School Improvement Plan.
This policy was revised by staff members and ratified by the Education Board.