



Student 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 and is a clear form of harassment.

Bullying is defined as *an ongoing misuse of power in social relationships (by an individual or group) involving repeated verbal, physical, or social behaviour that causes physical and/or psychological harm towards one or more persons. Conflicts or fights between equals and single incidents are not defined as bullying.* (CEVN)

We see *Cyberbullying as an action that takes place over digital devices. It involves sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation* (Stop Bullying Gov)

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.
- making inappropriate comments about an individual's medical condition.
- deliberate intimidation or exclusion from activities or groups.
- overtly encouraging other people to actively ignore, avoid or exclude others.
- cyberbullying, including nasty gossip and online chat on social networks.

GOALS

- To develop strong and positive relationships between students through programs such as Buddies, Student Leadership program, workshops and classroom activities, which build trust and cooperation promoting 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 incidents 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 through the implementation of the Resilience, Rights and Respectful Relationships curriculum and Cybersafety as St James is an Esmart School.
- 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.
- New staff through the process of induction are familiarised and given a copy of the Anti-bullying policy; appropriate training is offered if deemed necessary.
- Bullying can be reported to staff members; including the principal verbally, in writing, or through Esmart channels online by students or their parents.
- Students are encouraged to report bullying behaviour and are supported to do this via the SJV help tool.

Our Action Plan:

1. Take seriously and investigate all reported incidents.
 2. Notify all reported bullying incidents to the Principal or delegate.
 3. Document details of an alleged incident will include all the facts of who, what, when, where and possibly why.
 4. Appropriate measures will be taken to support the victim, the accused and all parties involved; listening to details of the alleged events.
 5. A process of mediation, if deemed appropriate, may be undertaken and overseen by the Principal, delegate and/or the Student Wellbeing Leader.
 6. The bully is supported to understand the serious implications of his/her actions; consequences are given to take restorative action which needs to be documented.
 7. A process of monitoring behaviour is continued to aim for bullying not to be repeated.
 8. The classroom teacher and/or principal or delegate contacts parents of the students involved when professional judgement deems it appropriate.
- The policy will be reviewed annually with the Student Representative Council [SRC], as a representative student voice, to produce a child-friendly statement to promote the essence of this policy.

EVALUATION

This policy will be reviewed as part of the school's four-year School Improvement Plan. This policy was revised in 2020 by staff and ratified by the Education Board.