ST JAMES THE APOSTLE
CATHOLIC PRIMARY SCHOOL
Learning with strength and in gentleness

Anti-Bullying and Harassment Policy

St James the Apostle Primary School does not tolerate bullying or harassment in any form.

Definition

Bullying is repeated behaviour used to cause fear, distress and/or harm. Bullying behaviours can include:

EXCLUSION

- Being ignored, left out on purpose or not allowed to join in.

PHYSICAL BULLYING

- Being hit, kicked or pushed around.

LIES or RUMOURS

- Lies or nasty stories that are told about someone to make others not like them.

THREATS

- Being made afraid of getting hurt.

- Staring or giving someone hostile looks or gestures.

- Forcing someone to do things they don't want to do.

HURTFUL TEASING – VERBAL ABUSE

- Being made fun of and teased in a hurtful way.

CYBER BULLYING

- Using online technologies to intentionally cause fear, distress and/or harm.

Specific Objectives

We have the following objectives with regards to combating bullying in our school:

- To promote a bully-free school.

- To ensure a safe environment for all members of our school community.

- To reinforce within the school community what bullying is, its inherent consequences and that it is unacceptable.

- To provide students with strategies and skills to respond to bullying in an appropriate manner.

- To ensure that all reported incidents of bullying are followed up appropriately in a consistent manner.

- To promote a culture in our school community of identifying and reporting bullying, whether as an observer or a victim.

- To provide support to both victims and bullies.

- To seek parental and community support and cooperation as needed.

Implementation

We follow the subsequent procedures to educate community members about bullying, to support victims and bullies and to deal appropriately with bullying behaviours:

1. Education

- At St James we implement a Social and Emotional Learning program, supported by programs, strategies and initiatives such as, Friendly Schools and Families and Circle Time.

- Students are involved in learning and teaching activities designed to help them to identify bullying behaviours, to effectively combat bullying and to understand it as unacceptable nature.

2. Reporting

- Children are made aware of the teachers' presence on yard duty and are encouraged to report incidents of behaviours, which may be seen as bullying, as it occurs.

- Staff are regularly alerted to ongoing bullying issues between community members and is encouraged to be proactive on yard duty.

- Once a term, time is allocated for all students to report bullying issues that have arisen that term. Through the Bully Register, observers and victims confidentially list incidents in a non-threatening environment.

- Home group teachers complete a tally of all bullying incidents.

3. Following Up with Bullying Incidents

- Children who appear frequently on the Bully Register, as either a 'bully' or a 'victim', receive counselling from Student Wellbeing core group members.

- Later that term or early in the following term there will be a follow-up interview to remind and refresh the students' understanding of the anti-bullying policy.

- Should a child appear for two or more terms as a 'bully' on the Bully Register an interview will be sought with parents to negotiate an Individual Behaviour Plan.

We follow the subsequent procedures to evaluate the effectiveness of the policy:

- Collect data from the Think Room and Bully Register to identify trends in behaviours and the frequent appearance of any one student.

- Survey staff members, parents and students to determine whether they feel the environment at St James is safe and happy.

Behaviour Management supports students in taking responsibility for their actions and restoring relationships when an infringement has occurred.

This Policy will be reviewed every two years to take account of any changed technology, legislation, expectations or practices.

Authorised by: Mary Abbott (Principal)

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Version history:

1.0 (2014): Original publication

1.1 (March 2016): Addition of eSmart links & update to terminology

1.2 (January 2018): Update to terminology and strategies