



ST JAMES SCHOOL

Anti Harassment (bullying, racism, sexual harassment, cyber bullying) Policy

At St James School we believe students show their love of God in the manner in which they learn, work together and play in the school community and the wider community. This love is expressed through being caring, honest, polite, thoughtful, trustworthy, cooperative, diligent, respectful, industrious, and responsible and through having a sense of self-worth and a sense of humour.

We believe that these qualities will be further developed in an environment where children feel secure, loved and supported. These feelings are best created by constant use of praise and positive reinforcement.

BULLYING, HARRASSMENT AND VIOLENCE is:

- An imbalance of power
- **Victimisation due to race, ethnicity, gender, class or special needs**
- Subjecting a person to behaviour knowing they find it unacceptable, offensive or distressing
- Repetitive, prolonged over time
- Hurtful action that may be verbal, physical, social or psychological
- A sense of being oppressed on the part of the victim
- Evident enjoyment on the part of the aggressor

IT IS:

- Not wanted
- Not asked for
- Not invited
- Not deserved

It is done to try to upset someone. It can be perpetrated by an individual or by a group. It occurs because of people's inability to accept and value difference.

BULLYING IS EVERYONE'S BUSINESS
BULLYING IS A FORM OF VIOLENCE

Bullying, harassment and violence may look like:

fighting	pushing
kicking	hitting
spitting	pulling faces
tripping	ganging up
throwing things	tackling
damaging property	unsafe play
rude gestures	injury to a person
exclusion	nasty body language
racist comments	sending abusive messages (texting, messaging)
sexist comments	abusive/derogatory comments on social networks

Bullying, harassment and violence may sound like:

teasing
spreading rumours
setting others up
name calling
telling lies
bossing
put downs
abusive telephone calls

creating an argument
telling tales
drawing attention to weaknesses
swearing
threatening
jokes of racist, sexual nature
refusal to co-operate

GRIEVANCE PROCEDURE FOR STUDENTS

Using a system of consequential steps allows children to know exactly what will happen as a result of the choices they make.

Students can follow the SAFE procedure:

SOLVE IT YOURSELF

- Tell the student who is bullying to stop. State quite clearly that the behaviour is unwelcome and offensive. If it does not work the first time, try it again.
- Ignore them and walk away.

ASK A FRIEND

- Tell a friend what is happening and ask them to be with you when you repeat step 1.

FIND A TEACHER

- Report it to a teacher or staff member, tell them what is happening. Tell them what steps you have taken.

EXPLORE YOUR OPTIONS

- Talk it over openly with your parents or another adult.
- Do not retaliate with physical or verbal abuse.

If it happens to you:

- Ignore them and walk away.
- Seek help. Talk about it to someone you trust.
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that an incident can be solved.
- Talk it over openly with your parents – they can help you make a decision.
- Do NOT retaliate with physical or verbal abuse.
- If you are experiencing bullying on the way to and from school, tell your parents and if possible, walk home with a friend.
- Write a description of the event and place it in the class meeting box or give it to the teacher.

If it happens to someone else:

- Tell the person to stop bullying.
- Be a friend to the person being bullied.
- Encourage the person being bullied to inform someone.
- Seek help. You can decide to do something about it and help to protect others.
- Write a description of the event and place it in the class meeting box or give it to the teacher.
- Talk it over with the teacher.

Consequences for Bullying (including cyber-bullying), Harassment (including sexual, racial, gender) and Violent Behaviour towards others:

- Removal from the yard or classroom.
- Discussion and reflection on personal responsibility with the yard duty/class teacher. You will be given the opportunity to resolve the situation and discuss the issue with the person you bullied - Restorative Justice.

- If you persist in bullying you will be referred to the Principal for counselling and to develop a solution to the problem. Your parents will be contacted.
- If you are found to be bullying again a consequence will be applied. This may include:
 - In-school isolation (recess and lunchtime)
 - Letter home to parents / parent interview
 - Counselling program
 - Loss of privileges
 - Suspension
- If bullying continues your parents will be called to discuss further consequences.

What can parents do?

If your child is being bullied, harassed or is a victim of violence:

- stay calm if your child begins to tell you
- be a good listener
- contact school as soon as possible and speak to your child's class teacher
- ask regularly about school and friends
- encourage non-violent but firm responses
- help your child to rehearse how they will respond to the situation
- watch out for signs of discomfort e.g. reluctance to go to school, unexplained cuts and bruises, extra hungry, unaccounted for pocket money, moodiness, nightmares.

References H:\Administration\Policies\Behaviour Management

- ❖ St James Bullying Policy
- ❖ St James School Policy for the Development of Personal Responsibility
- ❖ SACCS Policy