

JCS ANTI-BULLYING POLICY

Bullying, harassment and violence are hurtful and destructive. Physical bullying can be seen. Cyber bullying happens behind the screens. Bullying, harassment and violence continue to be issues of concern for students and their parents / caregivers.

The school will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

DEFINITIONS

Bullying is deliberate, unwelcome, uninvited and repeated behaviour, which could include:

Physical:

- fighting, pushing, shoving, gestures, invasion of personal space

Verbal:

- name calling, offensive language, slander, discrimination by sex, race or creed

Visual:

- offensive material and notes, graffiti, damage to your personal possessions

Psychological:

- bullying, threats of reprisal, belittling comments, domination by one or more persons
- Annoying you (or your parents) by making nasty voice or SMS calls or emails

Victimisation:

- Stand-over tactics bullying, damage to your property, or hiding it

Cyber:

- Using the internet or mobile phone to spread rumours, photos or unwanted information about others

Racial:

- Can include name-calling, belittling jokes and remarks about a person's body, cultural and family background, graffiti on personal property and physical attacks

Sexual:

- Deliberately touching or brushing against you in a sexual manner
- Sexually orientated jokes, drawings and literature
- Calling you rude names or making comments about your morals
- Invitations of a sexual nature, when you have said, NO
- Commenting on the size and shape of your body
- Asking questions about your private life, spreading rumours about your sex life

STRATEGIES FOR DEALING WITH BULLYING

At Jamestown Community School we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it

- Teach our students the skills that will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills
- Formulate a policy that clearly states what actions we will take to deal with bullying behaviour
- Conduct a bully audit which identifies repeat offenders

Responsibilities of staff:

- To model appropriate behaviours at all times
- To listen to students when disclosing a bullying situation
- Actively teach skill and strategies to deal with bullying situations
- Actively encourage students to report incidences of bullying
- To deal with reported and observed incidences of bullying as set out in this policy and recorded on harassment forms
- To report incidences to the student counsellor and/or Principal if this is warranted
- Reinforce positive student anti bullying behaviours

Responsibilities of students:

- To help someone who is being bullied by being a positive bystander. Helpful bystanders can assist by: telling the bully to stop; being a friend to the person being bullied; walking away so the bully does not have an audience; telling an adult; and getting help
- To not bully others
- To report others who are bullying others at school or on the way to or from school

Responsibilities of parents:

- To watch for signs that their child may be being bullied
- To speak to someone on staff if their child is being bullied, or they suspect that this is happening
- To instruct their children to use the school grievance procedure if they are being bullied
- Be a positive role model for your child

REPORTING OF BULLYING

Students and their parents can report incidences of bullying to any teacher or the counsellor or principal. Any bullying incidences that are dealt with will be recorded. Reporting of an incident should occur as soon after the incident as possible. This gives the school the best opportunity to follow up the incident and intervene.

When a bullying incident is reported or observed we will use responses as required:

- Mediation
- Peer support groups
- Shared concern
- Monitoring through the bullying audit results
- Individual meetings / conferences with both the bully and the victim to gain information
- Monitoring both the bully and the victim
- Informing parents of both bully and victim of the incidence
- Using school level behaviour management responses or suspension, exclusion and expulsion guidelines responses when bullying persists