James Erskine Public School
Anti-Bullying Policy

Program Aims and Rationale
At James Erskine Public School we are committed to establishing a positive school culture where every student is valued and where bullying is never acceptable. We believe that every student has the right to feel safe and happy at school and so we strive to create a secure, caring learning environment for all. Our aim is to determine and reduce the incidence of bullying at James Erskine Public School, identify the perpetrators of bullying behaviours and provide a supportive network for the victims.

James Erskine Public School holds the following expectations of all members of our school community through our involvement in the Positive Behaviour for Learning program:

- We are safe
- We are respectful
- We are learners

This policy outlines the responsibility of all staff and students and how parents can assist, to ensure that our school is beyond bullying and safe for everyone.

What is Bullying?
Bullying is made up of behaviours intended to deliberately hurt, threaten, frighten or exclude someone by physical and non-physical means over extended periods of time. An individual or group may direct these behaviors towards another group or individual.

Someone is bullying another person when:

- They repeatedly verbally abuse a person or group by calling them unpleasant names, by writing them nasty notes and/or messages or by using unpleasant gestures.

- They repeatedly physically harm a person or group or physically intimidate them by threatening physical harm or by destroying/taking their belongings without permission

- They repeatedly encourage their friends or people they know to verbally, physically threaten a person or group or ask them to harass, embarrass, ignore or exclude that person or group from activities.

Bullying can take place in different forms

- **Physical**: pushing, hitting, stealing, vandalism
- **Psychological**: put-downs, threats, intimidation, bribery, whispering behind backs
- **Verbal**: name calling, teasing, criticism
- **Social**: exclusion, ignoring, refusing to talk to them
- **Racist**: racial taunts, graffiti, gestures
- **Cyber**: using the internet to spread rumours online, chat room discussion, nasty emails, social networking sites etc
Roles and Responsibilities
All members of the school community have roles to play to address all bullying incidents in a serious manner to work together to reduce and prevent bullying.

Staff should:
- teach anti bullying lessons to their class
- be positive role models at all times
- monitor classes for signs of bullying and be observant of any signs of distress or suspected incidents of bullying
- reinforce students’ positive interactions in the classroom
- engage students in their learning
- maintain good classroom management
- take steps in the classroom to remove the potential for bullying to take place
- listen to students who may want to talk about bullying
- offer advice, suggestions and organise counselling as needed
- document all incidences of bullying observed and action taken to address the issue
- report actual or suspected incidents to their supervisor/executive

Students should:
- always respect the rights of others including their right to be different
- report bullying behaviour to a teacher as soon as it happens
- actively make a decision not to be involved in bullying
- form and maintain friendships groups free of bullying
- **not** be a bystander to bullying.

Parents/Guardians should
- contact the school if bullying takes place or is suspected
- encourage their children to report any form of bullying to teachers
- watch for signs of distress
- let their children know that bullying in any form is not acceptable
- refrain from encouraging retaliation

Prevention Strategies
This policy is designed to use a whole school approach whereby teachers, parents and students are actively involved in implementing the policy by working together to address and prevent bullying. Our student welfare policy supports the active teaching of appropriate expected behaviour through our PD/ health/PE lessons. These include

- Teachers K-6 teaching specific Anti-Bullying lessons developed by staff to all classes and vigilantly and proactively address bullying incidents. These lessons will educate students about the nature, causes and consequences of bullying and developing successful strategies for preventing bullying.
- The explicit teaching of expected behaviours as part of our PBL program and reinforcing positive peer interactions in the classroom, school and playground
- Annual in-school performance to reinforce Anti-bullying messages
- Posters displayed around the school
- Resources readily available to all staff to use to enhance their teaching
- Procedures are in place to deal with bullying behaviour through the school as part of our Discipline policy.
- Keep parents/guardians fully informed and suggest strategies on how they can assist their child to support the JEPS Anti-Bullying policy
**Intervention/Consequences**
Any reported incidents of bullying are taken seriously and shall be dealt with quickly and appropriately. If a student is found to have been displaying bullying behaviour the consequences will depend upon the severity and incidents and how often they may have occurred.

**Consequences of bullying** will follow the James Erskine Discipline policy that include: letter of warning to parents, detention varying in length of days, in-school suspension, out of school suspension or expulsion.

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<tr>
<th>Low Level Bullying</th>
<th>Possible Actions</th>
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<tbody>
<tr>
<td>Eg. teasing, name calling, isolation</td>
<td>Talk with bully/bullies</td>
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<td>Point of evident distress of victim</td>
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<td>Explain how name calling is unacceptable and bullying</td>
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<td>Encourage appropriate response by bully in way of an apology</td>
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<td>Encourage appropriate response by bystanders</td>
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<td>Suggest ways the victim can deal with these kinds of situations</td>
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<th>Intermediate Bullying</th>
<th>Actions</th>
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<td>Eg. Victim has been subjected to systematic bullying or harassment (cruel teasing, continual exclusion, threats, mild physical abuse like nudging)</td>
<td>Report to Stage supervisor, who will liaise with the Deputy Principal to deal with bullying cases</td>
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<th>Severe Bullying</th>
<th>Actions</th>
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<td>Cruel and intense harassment over a time period. It may involve physical assaults or verbal abuse that has been continuous.</td>
<td>Discuss with supervisor who will liaise with Deputy Principal or Principal who will decide on the most appropriate course of action</td>
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