Rationale:
At St Jakobi, we believe that all children have the right to a safe environment that allows all people to feel safe and develop their full potential and ability to relate freely to others. Therefore bullying and harassment will not be tolerated in any kind, including but not limited to victimisation, bullying, racism or sexism. Involvement in these things means both the direct involvement and the passive support of others whilst bullying is taking place.

Definition:
At St Jakobi we believe:
- Bullying and harassment are used synonymously
- Is defined as a repeated behaviour which causes another person to feel hurt, fear or embarrassment
- Can take a number of different forms
  - Physical – a person or group of people using physical actions such as hitting, poking, tripping, pushing, unwelcome touch or rude gestures.
  - Repeatedly and intentionally damaging someone’s belongings
  - Verbal – negative words used repeatedly to upset someone eg name calling, insults, homophobic or racist remarks, verbal abuse
  - Social – spreading rumours, writing offensive comments, playing nasty practical jokes, mimicking, deliberately excluding
  - Psychological – intimidation, stalking, manipulating where repeated and intentional
  - Cyber – bullying via technology eg sms, email, facebook etc. This may occur outside of school hours, however any action which negatively affects any member of the school community is not acceptable.
- Bullying is not
  - Mutual arguments or disagreements
  - Not liking someone
  - Random or one off events
- Has social consequences – victims of bullying can feel unsafe, alone, frightened and confused. Friendships and relationships may deteriorate and self esteem lower
- Long term effects of bullying may be
  - Mental health problems and depression
  - Difficulty in maintaining positive relationships
  - Dislike of self, therefore possible self harm
  - Alcohol or drug abuse
  - Negative, and even suicidal, thoughts
Reducing bullying in our school:
All members of the school community can help by:
- Being friendly and respectful to all
- Looking for signs of bullying in the school community and reporting it to a trusted adult
- Acting to protect those who are experiencing bullying
- Refusing to join in if encouraged by others
- Helping others to stop bullying
- Listening and helping when those being bullied confide

Reporting bullying:
All cases of bullying will be treated seriously and with a degree of urgency.

Any member of the school community may report bullying to any staff member, who will then report it to the Principal.

How will our school deal with bullying?:
- Teachers will make use of social skill programs in the curriculum such as Program Achieve, Safe Schools, Friendly Schools as part of Health curriculum and Christian Studies Curriculum.
- Use buddy system to encourage friendships
- Provide adequate playground and classroom supervision
- Provide opportunities to build resilience
- Staff will model non-bullying behaviours
- Encourage people to report acts of bullying
- Act quickly when reports are received
- The matter may be referred to the Principal for investigation and resolution if class teachers are unable to resolve it. Principal to interview all involved, including bystanders, in order to establish facts. If an act of bullying is found to have occurred, parents to be notified. A behaviour contract will be established and reviewed regularly.
- School chaplain may be involved in counseling
- Where a student feels unable to report the matter to staff, parents are encouraged to do so on their child’s behalf
- Provide staff PD
- The Principal will notify Police as soon as any suspected e-bullying, including that captured on a technological device, occurs

The main aim is to restore positive relationships between members of the school community. Any action taken against perpetrators will vary according to the circumstances. Examples of actions are as follows:
- Isolation for ½ day including lunch
- Required to attend mediation or counseling
- Following a second offence parents may be required to attend an interview at school. The student will be required to complete and sign a negotiated behaviour form.
- If any further case, suspension or expulsion will occur. (Expulsion may occur
immediately in serious cases.)

- Any retaliation against students who report bullying is a serious matter and will be dealt with severely.

Resources:
- www.cybersmart.gov.au
- www.bullyingnoway.gov.au
- decs documents on bullying