

# Emerson School Anti-Bullying Policy

## 1. Definition of Bullying

Bullying is an aggressive act by a person or group of people toward other people. It can be done with words or actions. Bullying can include threatening, teasing, invading personal space, preventing others from going where they want to, preventing others from doing what they want to, pushing or hitting.

## 2. Emerson School Policy Statement

Every member of Emerson School has the right to be safe, respected, and protected while at school.

## 3. Responsibilities

The VICTIM should neither tolerate bullying nor take retaliatory action.

He/she should report the incident to a staff member immediately. Above all he/she must not keep quiet out of fear of reprisal. The only safety lies in complete openness.

The EYEWITNESS should report what is going on to a staff member.

He/she must not stand by and let intolerable behaviour occur.

FRIENDS or PEERS of the victim should also be prepared to report bullying to a staff member.

### STAFF

*Intervention.* Staff should intervene in the most sensible way by anticipating, preventing, defusing and as far as possible, dealing with the matter immediately and discreetly.

*Reporting.* Members of staff are required to report all cases of bullying to the Principal or Assistant Principals.

*Counselling.* Staff members can play an extremely valuable role in counselling the victim, the bully, and the whole group which is affected, so that people understand the devastating and *self-defeating* nature of bullying.

*Follow-Up.* Staff can also play a valuable role in checking that all is well after school management have dealt with the matter, ie that there are no reprisals, that the victim no longer feels afraid, that no grudge is harboured.

*Curriculum.* All Pastoral staff will be trained in the "Stop, Think, Do" Social Skills Program and The Emerson 5 Point Plan so that they are adequately equipped to teach their students appropriate social skills. Staff will always act as role models by their words and actions.

PARENTS should report any incident of bullying to the Assistant Principals/Section Coordinators immediately. There are opportunities for parents to attend courses, based on the strategies taught in the "Stop, Think, Do" Program, run by staff at Emerson School.

## 4. Disciplinary Action

The Principal/Deputy Principal will initiate all disciplinary actions concerned with bullying. The consequence for bullying is either selected withdrawal from class/recess times, suspension from school or expulsion from school for repeated offences. Where necessary, a student who engages in bullying will be involved in a counseling program to assist in the development of better attitudes and social skills.

## 5. Positive Social Skill Encouragement

Once a disciplinary action has been completed and a student has genuinely apologized for their behaviour, the student will be encouraged to have a positive attitude and to display positive social skills. Any attempt to label a student who was formerly guilty of bullying will be treated as another case of bullying.