

## Anti-bullying Plan



## Bullying:

### Preventing and Responding to Student Bullying in Schools Policy (2011)



The NSW Department of Education and Communities rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the Department.

#### Bullying

**Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.**

**Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long term effects on those involved including bystanders.**

**Conflict or fights between equals or single incidents are not defined as bullying.**

Bullying behaviour can be:

- **verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

The term “bullying” has a specific meaning. The school’s Anti-bullying Plan sets out **the processes for preventing and responding to student bullying**. The school has a range of policies and practices, including welfare and discipline policies that apply to student behaviour generally.

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

**School staff** have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:

- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students** have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

**Parents and caregivers** have a responsibility to:

- support their children to become responsible citizens and to develop responsible online behaviour
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying consistent with the school Anti-bullying Plan
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

**All members of the school community** have a responsibility to:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community
- support the school’s Anti-bullying Plan through words and actions
- work collaboratively with the school to resolve incidents of bullying when they occur.

## Our School Anti-Bullying Plan

### Our School Anti-Bullying Plan

This plan outlines the processes for preventing and responding to student bullying in our school and reflects the *Bullying: Preventing and Responding to Student Bullying in Schools Policy* of the New South Wales Department of Education and Communities.

**Blackheath Public School** values education, friendship and community. Our school is an inclusive environment, where diversity is affirmed and individual differences are accepted. We respect the rights of all to be safe at all times within this environment. We believe that everyone has the capacity to grow and learn, individually and collectively, from one another.

In our school community, we:

- value the notion of respect in every personal action
- will not tolerate any action that undermines a person's right to feel safe
- will not accept bullying or any form of harassment
- understand the invasiveness of technology into the lives of students
- aim to target the behaviour and not the student

The policy is evaluated annually with all stakeholders.

## Statement of Purpose

### Context:

**“Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies. Bullying can involve intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender...Conflict or fights between equals or single incidents are NOT defined as bullying.”**

### **Bullying is NOT**

- Single episodes of social rejection or dislike
- Single episodes acts of nastiness or spite

- **Random acts of aggression or intimidation**
- **Mutual arguments, disagreements or fights.**

Schools exist in a society where incidents of bullying behaviour occur. Preventing and responding to bullying behaviour in learning and working environments is the shared responsibility of all departmental staff, students, parents, caregivers and members of the wider school community.

All members of the school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

## Protection

Conflict or fights between equals or single incidents are not necessarily defined as bullying.

Due to the insidiousness of bullying, and the diversity of human nature, our school recognises that there is no easy fix, no one simple strategy or sanction to prevent bullying. We also recognise that the problem will never completely go away, and that there will always be need for a dynamic policy. Our plan attempts to both prevent and manage bullying. We are committed to reducing the incidence of, and minimising the effect of bullying.

The school understands that there are individual and shared responsibilities in preventing and responding to bullying behaviour. Our plan will reflect an approach that utilises systems and policies, curriculum exercises, prosocial skills development, environmental improvements, and work with individual students and small groups. No one group can infuse and maintain peacefulness into a whole school environment, it must be a collaborative effort of teachers, parents and students.

## Response

The school empowers the school community in recognising and responding appropriately to bullying, harassment and victimisation, by encouraging the notion of responsible bystanders through the following strategies:

- The School Rules– Respectful Safe Responsible Learners - continually used across the school in many contexts.
- Stage and whole school meetings with students to reinforce our message. Harmony Day and White Ribbon
- Peer support lessons and Social skills lessons
- Kismatter activities and 'Bounce Back' lessons

**Other behaviour and management policies form part of this program:**

- *Kismatter*
- *Bounce Back*
- *White Ribbon*
- *Restorative Practices*
- *Peer Support*
- *Kinder buddy program*
- *Social skills program*
- *Circle Time*
- *Code of Conduct and Step Program*
- *Child Protection*
- *The Complaints Handling Policy*
- *Prevention of Bullying in the Workplace (intranet only)*
- *Bullying: Preventing and Responding to Student Bullying in Schools Policy*  
*This policy replaces the Anti-Bullying Plan for School (2007)*

**The obligations of the community:**

### **School Staff**

School staff have a responsibility to:

- Respect and support students
- Model and promote appropriate behaviour

- Have knowledge of school and departmental policies relating to bullying behaviour
- Respond in a timely manner to incidents of bullying
- As part of Peer Support and Bounce Back, provide teaching to develop an understanding of bullying and its impact on individuals and the broader community.

### **Students**

Students have the responsibility to;

- Behave appropriately, respecting individual differences and diversity
- Behave as responsible digital citizens
- Behave as responsible bystanders
- Report incidents of bullying or behaviour that causes them concern

### **Parents and Caregivers**

Parents and caregivers have the responsibility to;

- Support their children to become responsible citizens and to develop responsible on-line behaviour
- Be aware of the school's Anti-bullying Plan and assist their children in understanding bullying behaviour
- Support their children in developing positive responses to incidents of bullying and report incidents to the school
- Work collaboratively with the school to resolve incidents of bullying when they occur.

### **The School Community**

All members of the school community have the responsibility to;

- Model and promote positive relationships that respect and accept individual differences and diversity within the school community
- Support the school's Anti-bullying Plan through words and actions.

- Work collaboratively with the school to resolve incidents of bullying when they occur.

### **In-School Cyberbullying**

During school hours, steps to endeavour to prevent cyberbullying will be taken.

Such steps include;

- a universal ban on the use of social media in classrooms, save as is necessary for any supervised learning activity that calls for such use.
- Ban on mobile phones – these must be left at the office upon arrival and collected when going home.
- School email and internet has installed electronic filters which report the use of expletives to the system administrator.
- Annual in-services for staff students and parents offered to teach safe online behaviour and develop awareness of hazards.

### **Out of School Cyberbullying**

Due to the absence of any practical control over the conduct of students using social media platforms outside the school gates, the school takes no responsibility for out of hours use of social media and cyberbullying. Incidents need to be reported to the police, who are better equipped to investigate.

#### **Reporting Bullying Issues**

Students or parents are asked to report concerns to any teaching staff member or the principal, Mrs Davies. Concerns will be investigated including the interviewing of students if appropriate. Parents will be contacted if concerns are substantiated or a parent reported the concern.

Procedures and consequences will vary according the situation.

- Contact information for relevant personnel:
  - Principal- Jane Davies
  - Assistant Principals- Ruth Harris, Kristin Harge, Sheryl Cootes/Todd Brownlow
  - School Counsellor- Gail Sunderland
  - Home School Liaison Officer (HLSO) – Helen Williams
- Contact information for relevant support services
  - Kids Helpline: 1800551800
  - Child Wellbeing Unit:1300480420
  - Department of Community Services: 63514688

### **Principal's Comment**

Blackheath Public School's proactive anti-bullying strategies have been developed over many years. The current policy has been developed through consultation with relevant teams and stakeholders including parents, students, staff and community representatives. Staff leading the development of this plan:

Jane Davies – Principal

This plan has been reviewed in term 4 2016 by executive and staff.

### **School Contact Information**

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