



Education &
Communities

Anti-bullying Plan

Bobin Public School





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.

The Anti-Bullying Plan – NSW Department of Education and Communities

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

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.

This plan was originally developed in consultation with staff and parents.

Statement of purpose

Program aims and rationale

- Provide a safe and happy environment for students, staff and parents.
- Developing a school culture in which co-operation is fostered and harassment is not tolerated.
- Eradicate bullying and associated learned behaviours and empower students, staff and parents to deal with issues associated with harassment.
- Detailing strategies, which proactively deal with issues of violence, harassment, intimidation and bullying to create a safe environment.
- At the core of the program is the understanding that social sensitivity can be taught in a systematic manner through the curriculum and school culture.
- Acknowledge that all school community members have a responsibility to work together.

Protection

Definition of Bullying

- is the exertion of power by one person over another,
- involves physical, verbal or psychological behaviour which makes another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry;
- includes insulting, demeaning, humiliating, offensive, vilifying or intimidatory behaviour or behaviour which incites hatred;
- includes a wide range of conduct that causes another person to feel offended, humiliated, insulted or ridiculed;
- is behaviour which is unwelcome, unreciprocated, uninvited and usually repeated;
- may cause damaging stereotypes to be maintained;
- is a breach of proper standards of conduct and professional behaviour; and
- may be based on misunderstanding or be a deliberate act based on a subjective perspective.
- may take place in the classroom, playground or electronically (cyber bullying)

Note: An argument or fight between two people of the same strength does not constitute bullying. One person must be stronger than the other either physically or psychologically. If a child is being harassed on a regular basis, then action needs to be taken to help him or her. An occasional fight or argument between children is a fairly normal occurrence for most and, although unpleasant, is not viewed as bullying.

School Community's Views on Bullying

The Bobin School Community feels that bullying must be taken seriously and is not acceptable in any form. Students have the right to expect that

they will spend their school days free from the fear of bullying, harassment and intimidation. Bullying devalues, isolates and frightens. Bullying affects an individual's ability to achieve. Bullying has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders. Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.'

Expectations of staff, students and parents

- Students are expected to play safely; report all bullying incidents; co-operate with other students and staff.
- Staff are expected to encourage co-operative behaviour through co-operative learning techniques; be vigilant and proactive on playground duty; respond to all students' concerns and complaints; assist with the identification of students who are using bullying behaviour; be positive role models for all students; and be aware of the DET discrimination policies.
- Parents are asked to discuss the policy with their child; encourage co-operative behaviour in the children; discourage retaliation of any kind; encourage independence in their children; and report any incidents of harassment.

Prevention

Whole school strategies

- Effective School Welfare Policy
- K-6 social skills program. This program is to include resilience training.
- Bullying awareness lessons at the start of each school year.

- Co-operative learning techniques within the classroom across all Key Learning Areas.
- Teaching of appropriate playground activities.
- Regular classroom discussions of bullying.

Early Intervention

Early intervention is a proactive stance taken by our school to prevent bullying from occurring for individuals who are deemed to be at most risk.

- Maintenance of records detailing students' behaviour.
- Active identification of students as being at risk of developing long term difficulties with social relationships, including those that have previously experienced bullying or engaged in bullying behavior
- Intervention programs such as language development, play skills, social skills, resilience building and assertiveness training as appropriate to each individual case. Counsellor advice may be sought to determine the most appropriate intervention and possibly delivery of some of these programmes.

Response

Procedures for dealing with bullying behaviour

Procedures for dealing with bullying behaviour are part of the wider Discipline Policy. Acts of violence are not tolerated and may result in a suspension from school. If a student persists in displaying inappropriate behaviour school based intervention programs are implemented. This may include counselling or being placed on a social skills program.

Victims and perpetrators of bullying are provided with counselling and appropriate strategies to reduce the likelihood of any further incidents of bullying.

School programs will aim to:

- embed a philosophy of Anti - Bullying and zero tolerance into school life
- provide students with conflict resolution skills
- develop bystander skills
- encourage positive and supportive intervention
- establish clear consequences for bullying activity
- implement behaviour modification plans for students exhibiting ongoing bullying behaviour
- encourage staff vigilance
- regularly update staff professional learning in the area of student behaviour

Students, Parents and Staff are encouraged to report incidents to the Teacher or Principal as soon as possible. Quick reporting of incidents through appropriate channels enables early intervention, effective management and support where required.

Procedure:

- Teachers/Principal deal with the situation as soon as possible. Interviews are to be conducted and observations taken if appropriate.
- Procedures for dealing with bullying behaviour are part of the wider Discipline and Suspension Policies. Acts of violence are not tolerated and may result in a suspension from school. If a student persists in displaying inappropriate behaviour school based intervention programs are implemented. This may include counselling or being placed on a social skills program.
- Victims and perpetrators of bullying are provided with counselling and appropriate strategies to reduce the likelihood of any further incidents of bullying.
- Reported incidents of bullying are to be recorded in a behaviour register. This register is to be kept with the Anti-racism register.

NOTIFICATION OF OUTSIDE AGENCIES

In the case of serious incidents involving assaults, threats, intimidation or harassment, police will be called. Referral to the School Safety and Response Team on 1300 363778 will be made to determine if other incidents require police intervention.

Changes to child protection systems and practices have been made to help ensure that children, young people and their families receive the services they need earlier. A key function of all Child Wellbeing Units is to act as change agents, supporting and advising staff from their agencies to reshape responses to concerns about the safety, welfare or wellbeing of children and young people. As such, staff will contact the Child Wellbeing Unit or Community Services when appropriate.

APPEALS PROCEDURES

Students and parents may appeal if they consider that correct procedures have not been followed, and/or that an unfair decision has been reached. Appeals should be in writing, stating the grounds on which the appeal is being made.

The full Complaints Handling Policy is available at:

https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/PD20020051.shtml

MONITORING, REPORTING AND EVALUATION

Patterns of bullying behaviour will be identified through monitoring of the behaviour register and suspension register. These documents will allow evaluation of all behaviours to ascertain links to other incidents when considering the response to patterns of bullying behaviour. It will also include student, time, place etc to enable patterns to be identified. Each bullying incident and any subsequent patterns of bullying will be addressed according to individual requirements of the students involved eg social skills lessons, intervention programs, counselling etc.

The Anti-Bullying Plan will be made available on the school website and made available on paper upon request. This will be publicized in our school newsletter which is distributed to both families and some members of the wider community.

The effectiveness of the Anti-Bullying Plan will be evaluated through the monitoring of the behavior register and through survey of the students and staff eg the quality of school life survey.

The Anti-Bullying Plan and its effectiveness will be reported annually at the final P & C meeting of each year.

The Anti-Bullying Plan will be reviewed with the school community through P&C and website every three years. Next review due in September 2019.

Additional Information

Further support services are available through:

School Liaison Police Officer:

Taree Police Station: 65 52 0399

Kids Helpline: 1800 55 1800

<http://www.kidshelp.com.au/kids/>

Bullying No Way website: Take A Stand Together

<http://www.takeastandtogether.gov.au/index.php>

Principal's comment

Bobin Public School values the happy and safe environment that exists for its students, staff, parents and wider community members. We have a strong commitment to lifelong learning and understand that feeling safe is a major factor in being ready to learn. This plan reflects these values.

Diane Myer - Principal

Sarah Parker – Teacher

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School contact information

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