Anti-bullying Plan

Bangalow 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.

Bullying behaviour can be:
- **verbal** eg name calling, teasing, abuse, putdows, 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.

Bangalow Public School is an inclusive environment, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure, ordered and supportive school environment. Partnership with students, parents, staff and the wider community is considered central to the success of addressing bullying when it occurs in our school community.

- Parents, Staff and students to be surveyed on their understandings of bullying.
- Surveys results to be analyzed resulting in a plan being implemented.
- This plan is reviewed every 3 years.

Statement of purpose

Bullying must be taken seriously and is not acceptable in any form. Students and teachers have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. Any inappropriate behavior that gets in the way of teaching and learning at the school and interferes with the wellbeing of students, cannot be accepted.

Protection

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 communications technologies.

Bullying can involve humiliation, dominations, intimidation, victimization, 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.

School Anti-bullying Plan – NSW Department of Education and Communities

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

Bullying behaviour is repeated and involves the misuse of power and it can include the following:

- Physical: Hitting, Kicking, Spitting, Throwing objects, Pushing, Tripping
- Gestures: Pulling faces, Obscene gestures, Staring
- Damage to property: Hiding property, Purposeful non return, hiding of property
- Intimidation: Overt threats, Covert threats, Note passing, Cyber bullying
- Isolation: Isolation and exclusion from games, Group secrets or “belonging”, Note passing
- Verbal: Insults, Name calling, Teasing, Swearing, Inappropriate language in reference to person
- Extortion: Demand of money or possessions

Bullying can include

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.

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

The Complaints Handling Policy establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed and it is required that it be used in all learning and working environments of the Department of Education and Community.
For matters involving bullying which affect departmental employees, refer to the department’s Prevention of Bullying in the Workplace Policy (intranet only).

Responsibilities and delegations

**Principals**

Principals must ensure that the school implements an Anti-bullying Plan that:

- Is developed collaboratively with students, school staff, parents, caregivers and the community
- Includes procedures consistent with DN 10/00225 – Reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy
- Includes procedures for contacting the child wellbeing unit where appropriate
- Includes contact information for the police youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate
- Includes contact information for appropriate support services such as Kids Helpline
- Includes information on departmental appeal procedures and the Complaints Handling Policy is promoted and widely available within the school community and published on any school website
- Is reviewed with the school community at least every three years

**School Staff**

School staff have a responsibility to:

- Respect and support students
- Model and promote appropriate behaviour
- Have a 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.
- Provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students**

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**

Parents and caregivers have a responsibility to:

- Support their children to become responsible citizens and to develop responsible on-line 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.

**Implementation Strategies**

Parents, teachers, students and the community will be aware of the school's position on bullying.

**The school will adopt a four-phase approach to bullying.**

**Phase 1:**

- Professional Development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving skills. E.g. You Can Do It, Buddy Programs, Friendly Schools, Peer support, Leadership training, POP, Teaching of Internal control strategies
- Clarify at the start of each year the school’s policy on anti-bullying.

**Phase 2:**

- Promote the reporting of bullying incidents by children and/or staff, involving themselves or others.
- Classroom teachers and principal regularly remind students and staff to report incidents of bullying.
- Encourage parents to contact the school if they become aware of a problem.
- Recognise and reward students for positive behaviour and resolution of problems.

**Phase 3**

- Once identified, each child involved in bullying behaviour, victim and witness will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented. Positive Outcome Process POP and coaching will be utilized.
• Students and staff, identified by others, will be informed of allegations.
• Both those involved in bullying behaviour and victims will be offered counselling and support.
• If student bullying persists, parents will be contacted and consequences implemented, consistent with the school’s Student Code of Conduct.
• If staff bullying persists, the principal will commence formal disciplinary action.

**Phase 4**

**Consequences for students will be individually based and may involve:**

- **Internal control strategies**
  - small group/individual teaching replacement behavior - identify and satisfy need positive for all
  - behaviour plan involving positive play/social strategies, micro skills programs
  - offering choice following modeling
  - ongoing counselling from appropriate agency for both victim and child involved in bullying behaviour.
  - Bill Rogers- positive correction strategies
  - rethink strategies

- **External control strategies**
  - short time rewards as part of behavior plan
  - exclusion from class
  - exclusion from playground or areas of playground
  - withdrawal of privileges
  - school suspension

• Incidents related to bullying will be recorded in Sentral. Actions taken to address the incidents will be noted.

• A review of the bullying incidents will occur during weekly staff communication meetings and also at the end of each semester in order to identify if additional resources or support are needed. This will encourage students to reflect and think about other strategies they can use incidents related to bullying

**Response**

- Creative positive environments.
- Classroom based positive development programs
- Friendly School Programs & Brainstorm Productions
- Drug education programs
- Active learning support team
- Whole school anti-bullying program including Cyber bullying
- Life Education program
- Child protection program
- Buddy/peer support program
- Class circle/meeting times to address issues as they arise
- Developing positive student leadership roles
- Programs for Gifted and Talented students
- Individual or small group positive playground/social skills programs

**Prevention**

**Strategies to reinforce positive behavior include:**

• Regular daily positive reinforcement in classrooms, playground and assemblies. These include encouraging words, actions or emotions that follow a particular behavior of a child. This will therefore cause the child to want to repeat the behavior being reinforced. **Always acknowledge positive behavior rather than negative.**
Processes for dealing with Bullying will include:
- Regular discussion and information sharing with staff
- Monitor procedures
- School counsellor as appropriate
- Parents notified
- Positive behaviours will be role modelled/reinforced
- POP to determine underlying reason for behaviours

Strategies and programs to support any student who has been affected by, engaged in or witnessed bullying behavior include:
- PD/Health programmes including Resilience programmes
- Restitution
- Outside agency support
- School counsellor
- Positive behaviour and social skills strategies following POP

Monitoring, evaluation and reporting requirements
Principal are responsible for:
- Implementing the policy within the school through staff and P & C meetings
- The school’s Anti-bullying Plan being published on the school’s website.
- Reporting biennially to their school community on the effectiveness of the school’s Anti-bullying Plan

Strategies for explicit teaching of dealing with Bullying Behaviour.

Victims
- Try to stand up for yourself in a positive way. Say “Stop, I don’t like it!”
- Try to talk with the person I am having a problem with.
- Try making a deal or agreement with the other person.
- Ignore the situation and keep playing or working.
- Talk to a friend to get some ideas to make a decision.
- Get help from someone in my support group: family, teacher, school support team, school counsellor.
- Walk away and ignore the bully and places where the bullying occurs.
- Implement ‘You Can Do It Strategies’

Responsible Bystanders
Students should be made aware that witnesses to bullying have a very powerful role to play. Early intervention can defuse conflict situations before bullying sets in or gets out of hand. Therefore the following suggestions have been made:
- Let the person doing the bullying know that what they are doing is bullying
- Refuse to join in with their bullying and walk away
- Support the student who is being bullied
- Ask a teacher or support person for help
- Support his/her friends and protect them from bullying by being there for them

Parents and Caregivers
Parents and caregivers have an important role when dealing with bullying. There are things you can do if you think your child is bullying others or being bullied?
- Talk to your child & encourage them to be open
- Talk to your child’s class teacher
- Talk to your child’s school Principal
- Talk to your child’s school’s counsellor
- Call the Parenting line
- Call the Family Help line
- Please borrow/read “Friendly Families – a parent’s guide to dealing with and preventing bullying” available from the library.
- Accessing DEC resources on public website re dealing with bullying issues.
Additional Information

Additional contact information for appropriate support services:

- Kids Helpline
  1800 55 1800.

- You Can Do It Program
- Friendly School Program

- Parent HelpLine NSW
  13 20 55

Principal’s comment

Bangalow Public School is strongly committed to each and every student attending school each and every day free from feelings of negativity associated with any form of harassment or bullying. Each student has the right to be able to focus on quality learning and growth in all activities that we provide. We believe that any bullying behavior that makes its way into our school environment is our responsibility as it creates a negative learning environment for our students. We will take appropriate prompt action to address these issues.

Names and positions of each member of the School Team that developed the plan:

- Susie Boyle  Principal
- Diane Jones  Assistant Principal
- Mel Hughes, Laura Hunting, Rikki Piction- Anti-Bullying Committee members
- Staff of Bangalow Public School
- Bangalow Public School P & C

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