Anti-bullying Plan

School Name 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 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.

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.

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

At **Bangalow Public School**, the school community recognizes that bullying and harassment is an unacceptable part of our school environment.

We have collaboratively developed programs, (students, teachers and parents), that provide suitable and appropriate strategies to empower our students to better deal with bullies, bullying and harassment, whether they are the victim or the bully.

This plan needs to be periodically reviewed and evaluated. It should be a plan open to change and improvement.

Students should be involved in discussions, lessons and developing better understandings consistently throughout the year.

Parents should be informed about the current plan and be able to work collaboratively with the school to effectively implement this plan.

Staff should model appropriate behavior and work to sustain the plan.

**Statement of purpose**

Bangalow School students fully engage in high quality teaching and learning practices which are specifically designed to assist them to develop pro-social skills and academic competencies. These attributes will enable them to take responsibility for their own learning and behaviour, and ultimately allow students to engage with, and contribute to the wider Australian community.

For students to positively engage in the educational opportunities at Bangalow School they each have an absolute right to learn in an environment where they feel, and are safe, and free from any form of harassment or intimidation. Any inappropriate behaviour that inhibits another student’s right to learn or otherwise interferes with their well being cannot and will not 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.
Cyberbullying 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.

Students, teachers, parents and the community will be aware of the school’s position on bullying which is zero tolerance.

Prevention
The school will also adopt a four-point plan to anti-bullying, which includes:
- Primary Prevention
- Early Intervention
- Intervention
- Post Intervention

Primary Prevention
- Professional development for staff related to bullying and the strategies to counteract it.
- Community awareness and input relating to anti-bullying, its characteristics and the schools’ programs and response. (e.g. weekly newsletter, parent forums)
- Provide programs that promote resilience, life skills and social skills, assertiveness, conflict resolution and communication skills. (Friendly Schools Program)
- Staff supervision of set area in playground.
- Ensure students know and understand what behaviour is acceptable in the school. (i.e. consistent classroom/school rules displayed in the school)
- Maintain class meetings to help solve problems which arise regarding bully and the victim.
- Implementation of school Values Program

Respect – treat and care for others as you would have them treat and care for you
Responsibility - be accountable for your own decisions
Personal Best – take pride in yourself and everything you do
Early Intervention

- Students are to be encouraged to report bullying incidents involving themselves or others.
- Teachers to regularly remind students to report incidents. Reporting is not dobbing.
- Students are reminded about the role of bystanders
- Parents are encouraged to contact the school if they become aware of a problem.
- Students are recognised for positive behaviours
- Teachers use a class and playground behavior slip if an incident of bullying occurs.

Intervention

- Once identified, the bully, victim and witnesses are spoken with. All incidents or allegations of bullying will be fully investigated.
  - Counselling will be provided by executive through The Responsible Thinking Room
- Consideration as to why the bullying occurred will be investigated.
- Both bully and victim are to be offered basic assistance and support (i.e. outside school resources through counselling may be utilised if deemed necessary)
- A meeting of relevant persons is to be convened following identification of on-going bullying behaviour. (Principal, class teacher, parents, students, other) All issues relevant to the behaviour of the student are considered.

Post Intervention

- Bangalow’s Student Welfare Policy outlines appropriate procedures of the consequences for inappropriate behaviour in the classroom and in the playground.
- Possible consequences may involve:
  a. Warning
  b. Removal to the class supervisor or principal
  c. Responsible Thinking Room
  d. Parental contact
  e. On-going monitoring
  f. Timeout from the class/ playground
  g. Referral to external agencies
  h. Behaviour guidance programs (e.g. anger management, social skills)
  i. Suspension (in extreme cases)
ADVICE TO BE GIVEN TO STUDENTS WHO ARE BEING BULLIED

(Through lessons using Friendly Schools, & Families Program)

The student should be encouraged to –

• Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive
• Seek help. Talk about the experience to someone who is trustworthy (Student Counsellor, teacher, parent, peer).
• Report the bullying to a member of staff and feel confident that any incident can be resolved satisfactorily

Other ‘self protective’ strategies that might be suggested include:

• Staying away from the bully, or places where bullying occurs.
• Be with friendly, supportive friends.

ADVICE TO BE GIVEN TO STUDENTS WHO KNOW SOMEONE ELSE IS BEING BULLIED

Students should be made aware that early intervention can defuse conflict situations before bullying sets in or gets out of hand. Therefore, the following suggestions should be made:

• If possible, intervene as the bullying occurs by telling the bully to stop. This is very useful if the onlooking student has influence with the bully.
• Refuse to join in with the bullying.
• Support students who are being bullied – just standing by them can be enough.
• Tell an adult if you are concerned about the bullying.
• It is every student’s right and responsibility to report bullying whether it happens to oneself or to someone else.
THE ROLE OF PARENTS

The following suggestions are made to parents through print materials and at Parent Information meetings.

- Take an active interest in your child
- Encourage your child to bring home friends and accept and tolerate differences in others
- Build your child’s self-confidence by recognizing his / her positive qualities
- Discuss with your child the school’s expectations about behavior and ways to respond to bullying
- Encourage constructive responses
- Set an example - be firm, but not aggressive in setting behaviour limits
- Be alert for signs of distress

ACT- If your child is being bullied at school, report it to a teacher, or the Principal.

Your report will be followed up.

REGULAR UPDATES

The school's Anti-bullying Plan will be made available upon request and will be attached on the website.

A review of Anti-bullying data will be undertaken annually, with focus groups also providing feedback. The findings from this process will be reported in the Annual School Report.

A special review process which will have widespread feedback opportunities will be undertaken every three years with surveys, data analysis and interviews.
Principal's comment
Bangalow Public School is strongly committed to each and every student attending school each and every day free from any 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 that makes its way into our school environment is our responsibility if it creates a negative learning environment for any of our students, and we will take appropriate prompt action to address these issues.

Enter the names and positions of each member of the school team that developed the plan.
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