

Anti-bullying Plan

Stockinbingal 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, 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.

The Stockinbingal Public School Anti-Bullying Plan has been based on our Anti-Bullying policy and Student Welfare and Discipline policy formulated in consultation with staff and community, and distributed within the school community. The Anti-Bullying Plan has been tabled for discussion at P&C meetings and is available on our website.

Statement of purpose

The Stockinbingal Public School Anti-Bullying Plan underpins the actions of staff members and students at the school. It also serves to advise parents of the school's priorities in this area and it is designed with the knowledge that it is not possible to predict all situations.

At Stockinbingal Public School we aim to;

- provide a safe and happy environment for students, staff and parents.
- Develop a school culture in which co-operation is fostered and harassment is not tolerated.
- empower students, staff and parents to deal with issues associated with harassment.
- Detail strategies, which proactively deal with issues of violence, harassment, intimidation and bullying to create a safe

environment.

- Teach social sensitivity in a systematic manner through the curriculum and school culture.
- acknowledge that all school community members have a responsibility to work together.

Protection

Our school understands that we exist in a society where incidents of bullying may occur. Bullying can take many forms, including physical, verbal, social, psychological and cyber bullying; is a repeated behaviour and can have long-term effects on the victims.

A school definition of bullying is: The consistent action by one or more persons against others with the intent to hurt either verbally, socially, physically or emotionally, which results in a feeling of power over the victim.

The school community understands that preventing bullying is the shared responsibility of all staff, students, parents and caregivers. Our school believes that students and staff have the right to teach and learn in a school environment which models and encourages a concern and respect for others, and that bullying will not be tolerated.

Strategies the school will implement to maintain a positive climate of respectful relationships where bullying is less likely to occur include;

- developing a school culture in which co-operation is fostered and bullying is not tolerated. This culture will be promoted through peer teaching and the use of buddy systems, to promote mutual respect and understanding between students.
- embedding practices of resilience, reflectiveness, reciprocity, responsibility, and resourcefulness within the curriculum through the implementation of HOW2Learn.

- setting, teaching and application of school rules developed cooperatively with the student body to promote a safe, happy environment for students, staff and parents.
- promoting self-esteem and responsibility within the student body, through whole school timetabling of daily student tasks and inclusion in the Student Representative Council, Go for Green Committee and House teams.
- promoting positive behaviour and actions through a comprehensive school reward structure.

Prevention

Strategies and programs the school will implement for bullying prevention include;

- Circle Time, a structured framework for group interaction that enables students to think reflectively and creatively about who they are and how to connect with others.
- embedding practices of resilience, reflectiveness, reciprocity, responsibility, and resourcefulness within the curriculum through the implementation of HOW2Learn.
- setting, teaching and application of school rules developed cooperatively with the student body to promote a safe, happy environment for students, staff and parents.
- embedding the teaching of cyber safety into our computer program.
- in servicing staff using the Cyber Bullying Awareness Training Package
- promoting positive behaviour and actions through a comprehensive school reward structure.

- an open door policy by the principal, allowing parents, staff and students to discuss issues which may affect their schooling or well-being in a timely manner.
- maintenance of records detailing student behavior, and actions taken in relation to these behaviours.

The anti-bullying message is embedded in the teaching and learning programs of each class as part of the social expectation of maintaining a school and class environment conducive to learning, and ensuring a safe and secure environment where basic needs are met and students are protected from harm.

Early Intervention

Strategies and programs our school will implement for students identified as being at risk of developing long-term difficulties with social relationships through bullying or being bullied include;

- active identification of students requiring intervention.
- in school programs may include the use of buddy systems to positively integrate the at risk student into the school.
- in class social programs such as Circle Time, used to discuss personal issues and their solutions.
- in class strategies such as HOW2Learn, used to develop resilience, reflectiveness and responsibility.
- providing students with tips and strategies for managing bullying, using the Alannah and Madeline foundation website.
- providing cyber safety training for students using the Cybersmart website
- an open door policy by the principal, allowing parents, staff and students to discuss issues which may affect their schooling or well-being in a timely manner.

- using the school counsellor to assess students and assist the student, school and parents to better manage issues of concern.
- ensuring that there is consistent, open communication between school and home to ensure the best possible outcome for the students of the school.

Response

Strategies our school will implement to empower the whole school community to recognise and respond appropriately to bullying include;

- whole school discussion of the School Anti-Bullying Plan to ensure common understanding.
- posting of the School Anti-Bullying Plan on the school website.
- dissemination of a hardcopy of the School Anti-Bullying Plan to the school community.

Procedures for reporting incidents of bullying at school are; students to report incidents of bullying immediately to staff on duty or class teacher; students may also report incidents of bullying to parents or carers who will immediately pass the information on to the class teacher or principal. Parents and carers who become aware of incidents of bullying should report please immediately to the class teacher or principal. Teachers who are the victims of bullying should report the issue immediately to the principal or Federation representative.

When incidents of bullying are reported to teachers they will notify the principal on the same day.

Incidents of bullying will be investigated within 24 hours of notification and where possible on the same day. All persons involved in the incident will be interviewed and notes taken. Parents or carers of all persons involved will be notified by phone of the incident and if required a meeting will take

place within 24 hours of notification of the incident. During this phone call or meeting, all parties will be apprised of the processes that will be put in place as a result of the bullying behaviour.

All incidents of bullying will be recorded at school. Students who have been involved in incidents of bullying will have meetings involving their parents and carers and the principal. Students who have been involved in incidents of bullying will be placed on detention for a period of time dependent upon the frequency and degree of the bullying behaviour. Consistent bullying behaviour will require the intervention of the school counsellor and may lead to suspension of the student. Students suspended for bullying will be re-entered on a behaviour program that will be monitored by teachers in class and in the playground, and signed by the principal and parents each day for the length of the program. Failure to abide by the behaviour program will require a meeting of the parent carers and principal and may result in further suspension.

Students affected by bullying behaviour will be supported by in class programs aimed at providing strategies for handling bullying. Students may also access the school counsellor to provide other strategies and support. Students parents and carers may have meetings with the teachers and principals to discuss the needs of the children involved.

Parents and caregivers of students involved in incidents of bullying at the school will be provided with ongoing feedback relating to their child's progress both academic, social and emotional, as determined at the meeting with the teacher and principal.

Incidents involving assaults, threats, intimidation or harassment will be reported to the School Safety and Response Hotline on 1300 363778 and to the Incident Notification Hotline on 1800 811523. Both notifications to take place within 24 hours of the incident.

In cases where students are considered to be at risk of harm the principal will apply the appropriate Child Well-Being Unit decision tree to determine his course of action. If required the Child well-being unit will be contacted on (02) 9269 9400 within 24 hours of the incidents being reported. If the

child is considered to be at significant risk of harm the Child Well-Being Unit will be contacted on 133 627.

Information regarding the Complaints Handling Policy and the departmental appeals procedure.

It is best to discuss your concerns with your child's teacher first. Make an appropriate time to meet with them or phone the school and ask for an appointment with the teacher.

If you are not happy with the result, or if you do not feel it is appropriate to talk to them, phone and make an appointment to discuss your concerns with the principal.

If your complaint cannot be resolved in an informal way, we may ask you to put it in writing. It is important that you include specific details of the situation and tell us what you would like to happen as a result of your complaint.

The person who receives your complaint must consider the nature and seriousness of the issues you raise.

The person managing the complaint should always try to resolve those complaints assessed as 'less serious' by informal means first.

Sometimes complaints termed 'special cases' will be referred to certain parts of the department or to outside agencies. If this is the case, you will be advised where the matter was referred and the name and contact number of the person managing it.

Strategies school will use to identify patterns of bullying behaviour include collation of;

- classroom and playground observation by teachers.
- information of bullying behaviour received from parents.
- information of bullying behaviour received from students.

If patterns of bullying behaviour are observed, all incidents of bullying will be recorded at school. Students who have been involved in incidents of bullying will have meetings involving their parents and carers and the principal. Students who have been involved in incidents of bullying will be placed on detention for a period of time dependent upon the frequency and degree of the bullying behaviour. Consistent bullying behaviour will

require the intervention of the school counsellor and may lead to suspension of the student. Students suspended for bullying will be re-entered on a behaviour program that will be monitored by teachers in class and in the playground, and signed by the principal and parents each day for the length of the program. Failure to abide by the behaviour program will require a meeting of the parent carers and principal and may result in further suspension.

The school will promote and publicise this anti-bullying plan by;

- whole school discussion of the School Anti-Bullying Plan to ensure common understanding.
- posting of the School Anti-Bullying Plan on the school website.
- dissemination of a hardcopy of the School Anti-Bullying Plan to the school community.

The school will monitor and evaluate the effectiveness of this Anti-Bullying Plan by;

- noting the incidents of bullying since the implementation of the plan.
- formal discussion of the effectiveness of the plan at P&C meetings and parent interviews.
- class discussion with students regarding the incidents of bullying since the implementation of the plan.
- School survey relating to the effectiveness of the plan involving parents, students and teachers.

The school will report annually to the school community on the effectiveness of the Anti-Bullying Plan as part of the school review process, based on surveys, parent and student discussions and school documentation.

Principal's comment

This plan was developed in consultation with staff and community members, taking into account the context and culture of our school community. It represents the understanding that bullying in all its forms will not be tolerated at our school. It also emphasises that ensuring our school is a safe and caring learning environment is the responsibility of all school community members.

Colin Trickett	Principal
Kimberley Reid	P&C President
Tamara Matthews	P&C Treasurer
Linden Webber	Teacher

School contact information

Stockinbingal Public School

Britannia Street, Stockinbingal, 2725

Phone: (02) 6943 1477

Fax: (02) 6943 1540

E-Mail: stockinbin-p.school@det.nsw.edu.au

Web: www.stockinbin-p.schools.nsw.edu.au/