

Anti-bullying Plan

COROWA 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

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.

Development

- Staff developed draft policy;
- P & C review draft policy;
- Parents informed via school newsletter and invited to comment;
- Policy developed and ratified by staff and P & C.

Implementation

- Implementation a whole school responsibility.
- Policy provided to all staff.
- Policy available for parents on request or via school website.

Evaluation

- Policy to be evaluated annually by staff and parents via meetings and surveys.
- Department of Education (DoE) updates will be added to policy as needed
- Findings and adjustments will be communicated to parents via school newsletter and website.

Review

- Formal review will take place in 2019 or as directed by DoE
- Findings and changes to policy will be communicated to parents via P & C, school newsletters and school website.

Statement of purpose

Public schools are inclusive environments, where diversity is affirmed and individual differences are respected. Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation.

Protection

Bullying:

- devalues, isolates and frightens
- affects an individual's ability to achieve
- 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.

Definition of Bullying

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying behaviour can be:

- **verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures

- **psychological** e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones and phones in general.

Roles and Responsibilities

Students, teachers, parents, caregivers and members of the wider school community have a responsibility to:

- promote positive relationships that respect and accept individual differences and diversity within the whole school community
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur
- build resilience in students to deal with difficult or challenging situations.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- follow the school Anti-bullying Plan
- respond to incidents of bullying according to the school Anti-bullying Plan.

Parents and caregivers have a responsibility to:

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan.
- respond to incidents of bullying according to the school Anti-bullying Plan.

Teachers have a responsibility to:

- respect and support students in all aspects of their learning
- model appropriate behaviour at times.
- Teach anti – bullying and bystander bullying lessons annually.
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

The Principal and Executive have a responsibility to:

- lead the development, implementation and evaluation of the Antibullying Plan.
- ensure the plan is readily accessible to all members of the school community.

Prevention

Identifying Bullying

By students

- Understand the definition of bullying as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It is not an isolated incident.
- Learn about bullying by participating in learning experiences in class, at assemblies etc.
- Be assertive in saying “Stop it, I don’t like it, go away” to anyone who demonstrates behaviours that are hurtful, offensive or insulting.
- Learn about Bystander Bullying in formal class lessons and discussion
- Feel comfortable to report bullying to school staff and feel assured that their concerns will be taken seriously
- Participate in “BULLYING NO WAY” experiences

By parents and caregivers

- Be aware of all forms of bullying by reading information in this policy and newsletters.
- Assist their children in understanding bullying behaviour

By teachers

- Teach students key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.
- Formally teach the “*TAKING a STAND*” plan to students in their class each year.

S – Stay calm

T – try to ignore

A – Ask them to stop

N – Never fight

D – Duty teacher

- Be aware of all forms of bullying as per the policy definition.
- Be alert and observant for acts of bullying in class, playground etc.

By Principal and Executive

- Inform students, teachers, parents and caregivers about strategies to be assertive in preventing bullying, and to identify and report bullying. The school executive will review the school Anti Bullying Policy annually and make recommendations for changes to the staff and the parent community via the parent P & C Association.
- The Principal will ensure that the most current Policy is uploaded to the school website and to the school server.

Prevention Strategies

- Up to date and well communicated Welfare and Discipline Policy.
- Clearly define acceptable behaviour within the school through the school’s Positive Behaviour for Learning (PBL) Matrix.
- Ensure that all members of the school community are aware of the definition of bullying.
- Provide professional learning and support for staff.
- Social Skills programs for students nominated by staff or parents.
- Provide programs across all stages that promote resilience, social skills, assertiveness and conflict resolution skills.
- Annual surveys of staff, parents and students.
- Prompt investigation of bullying issues or complaints.

Early Intervention

The school will implement strategies for students who are identified as being at risk of developing long term difficulties with social relationships and those students who identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviours.

Such strategies include:

- Parent nomination at the time of enrolment. The enrolling executive will ask for information around bullying.
- The student's previous school will be contacted prior to enrolment and requested to identify any issues around bullying.
- The Learning Support Team will assist in the identification of students either at risk of being bullied or at risk engaging in bullying type behaviours.
- Social skills groups and programs may be implemented linked to PD/H/PE syllabus (e.g. Growing with Gratitude, Rock and Water, Bullying, NO WAY!)
- Kinder Orientation Programs (Little Learners) will inform parents of school policy and procedures.
- The school counsellor service will be accessed by staff or parent nomination.

Skills to be taught to students:

- Try not to let the bully know that he/she is making you feel upset;
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a School Learning Support Officer (SLSO), a parent, a friend, a brother, a sister or a relative.

- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.

What to do if you see someone else being bullied - The role of the bystander

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power.

Strategies for the bystander:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do - it can be a teacher, a teacher, SLSO, a parent, a friend, a brother, a sister or a relative.

Response

Reporting

By students

Report acts of bullying (towards themselves or others) to class teacher or duty teacher, Executive or Principal.

By parents and caregivers

Notify a teacher, Executive or Principal of acts of bullying that were reported or witnessed by themselves or their children.

By teachers

Notify the Executive or Principal of acts of bullying that were reported or witnessed.

Investigation

All reported incidents of bullying will be investigated by a school executive within 24 hours of notification. Enquiries will be conducted into all allegations and statements will be collected from key stakeholders (e.. bully, victim and witnesses).

The executive will follow school and school Student Discipline Policy with regard to the consequences for bullying behaviours. Data will be entered into school's main data collection point, Ontrack+ For serious bullying behaviours, the DoE School Safety and Response Unit will be called and the Director, Public Schools NSW informed. Such instances are those in which physical injury necessitating medical treatment has been necessary or where student/staff safety may be compromised. In the most serious of cases, the school will call the Police Immediately.

The school will contact the Director, Public Schools NSW and DoE Media Unit for any instances in which media involvement may be likely to occur. A Serious Incident Form will be communicated to the Director, Public Schools NSW for serious instances of bullying.

Immediate student suspension will occur for serious bullying as outlined above.

Other school and DoE policies to assist with management of serious incidents (involving assaults, threats, intimidation or harassment) include:

[Student Discipline in Government Schools - support materials](#)

[Suspension and Expulsion of School Students Procedures](#)

[Student Welfare Policy,](#)

[Bullying. NO WAY!](#)

[Bullying: Preventing and Responding to Student Bullying in Schools](#)

[Policy Bullying Among Young Children: A guide for parents](#)

[Complaints Handling Policy](#)

Additional Information

By parents and caregivers/for parents and caregivers

Access support by making an appointment to speak with the teacher, Executive, Principal or School Counsellor.

The school management of bullying will be communicated to parents via the Newsletter each year. The Newsletter will promote positive behaviours strategies. The policy will be published on the website. Parents will be able to participate in annual surveys and results will guide best practice in the school.

The Annual School Report will contain information about survey results. The P & C and the school staff will have annual input as to school plans around proactive bullying policies and practices.

If a student is suspended, parents are able to appeal the decision as per DoE Suspension and Expulsion of School Students - Procedures which is provided to parents with letter notifying of suspension.

Corowa Public School - The Anti-Bullying Plan – NSW Department of

Education and Communities Revised November 2017

Parents can report suggestions, complaints and allegations to the Principal.

These will be dealt with according to DET Policy:

Responding To Suggestions, Complaints And Allegations

Local contact DoE numbers are provided at the end of this document.

Professional learning for teachers and other school staff:

- Staff will be made aware of current policies and procedures relating to Bullying. All Staff will receive an annual update on DoE Anti Bullying Policies and Procedures.
- Staff Meetings, Communication Meetings and Learning Support Team Meetings will be used for this purpose on a needs basis. New staff will be provided with access to school policies.
- New resources from DoE will be made available to staff.
- All staff will have the opportunity to participate in professional training each year.
- Each year staff will review annual survey data around bullying and determine appropriate strategies to recommend to the parent body for the coming year.

Additional Information

Department of Community Services – 133627

Child Well Being Unit – 02 9269 9400

Department of Education Office: 02 6051 4300

School Safety and Response Unit – 1300 363 778

Kids Helpline – 1800 55 1800

Corowa Police Station – 02 60331144

Principal's comment

I hereby certify that this document has been developed in consultation with the staff and parents of Corowa Public School. The success of antibullying strategies will be gauged through annual surveys of staff, parents and students. The content will be reviewed every three years as part of the school strategic planning. The Corowa Public School community recognises that bullying occurs and that it needs to be dealt with quickly and with due thought and procedural fairness.

Sharelle Baily

Principal

November 2017

School contact information

Corowa Public School

244 Honour Avenue Corowa NSW 2646

Phone: 02 6033 1606

Fax: 02 6033 4100

Corowa-p.school@det.nsw.edu.au