

MOUNT ANNAN PUBLIC SCHOOL - **DRAFT** ANTI-BULLYING PLAN



Education &
Communities

Anti-bullying Plan





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 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.

This anti-bullying plan has been developed in consultation with staff and community members of Mount Annan Public School. This plan is underpinned by the school's anti-bullying policy. A draft of this plan will be tabled at parent meetings to inform the school community of the requirements of the plan as well as to seek input into the process of its development and implementation. This anti-bullying plan will be reviewed at least every three years in consultation with the school community.

Statement of purpose

Students attend school to participate in quality education that will help them to become self-directed, lifelong learners who can create a positive future for themselves and the wider community.

Any inappropriate behaviour that obstructs teaching and learning at the school and interferes with the wellbeing of students cannot be accepted. Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Expectations

Students, teachers, parents, caregivers and members of the wider school community can expect:

- that students will be safe at school, free from fear of bullying, harassment, intimidation and victimisation
- to be involved in the collaborative development of the school Anti-bullying Plan
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that all students will be provided with appropriate support when bullying occurs

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.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

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.

Schools have a responsibility to:

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- inform students, parents, caregivers and the community about the School Discipline Code Anti-bullying Policy and Program
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- provide parents, caregivers and students with clear information on strategies that

- promote appropriate behaviour, and the consequences for inappropriate behaviour
- communicate to parents and caregivers that they have an important role to play in supporting the resolution of bullying behaviour involving their children
- follow up complaints of bullying, harassment, intimidation and victimisation.

Teachers have a responsibility to:

- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

Protection

The school community understands that bullying can be social, physical, verbal or psychological and can occur face to face, in written form or through the use of technology in the form of cyber bullying.

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; and

Psychological eg spreading rumours, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

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

The school and its community do not accept or condone bullying behaviour in any form. When the school does become aware of such behaviours, action will be taken in-line with the DOE and school Anti-Bullying policies and the policy for Good Discipline and Effective Learning.

Strategies for dealing with bullying are linked to the School Discipline Policy and

encompass the range of options available to deal with unacceptable behaviours, including suspension and expulsion. In dealing with bullying behaviour, we recognise the repeated and recurring nature of bullying and have mechanisms in place to identify patterns of repeated offending.

Students, their parents and caregivers are encouraged to be proactive in dealing with bullying, so that appropriate support can be provided to those students involved in any incident.

Mount Annan Public School has developed a range of initiatives and strategies for ensuring students understand what is required for them to be *Respectful, Safe, Learners*. Teachers maintain systems for rewarding and praising positive behaviour. Teaching programs include lessons which address behaviour expectations for different locations around the school and within classrooms. Quality student behaviour and achievement are recognised through Celebration of Learning awards and daily behavioural charts.

Prevention

Students, teachers, parents and the community will be aware that the school holds a position of zero tolerance towards bullying behaviour.

The school has a four-point plan to address bullying;

1. Primary Prevention
2. Early intervention
3. Intervention
4. Post intervention

Primary Prevention

- Maintenance of a positive school climate that acknowledges that bullying behaviour is not tolerated within the school community.
- A focus on anti-bullying will be maintained with:
 - posters that identify what bullying is, the different types of bullying and strategies for dealing with bullying when it occurs.
 - lessons that focus on bullying and how to deal with bullying behaviour
- Professional development for staff related to bullying
- Community awareness and input related to anti-bullying, its characteristics, school anti-bullying programs and response (eg. newsletters, parent forum)
- Provision of programs that promote resilience, life-skills and social skills, assertiveness, conflict resolution and effective communication skills. (eg. Values Education, Child Protection, Drug Education)
- Consistent staff supervision of designated playground areas
- Assurance that students know and understand what behaviours are acceptable within the school (i.e. consistent class/school rules displayed in the school)
- Maintenance of staff commitment to acknowledge victims of bullying and deal with bullying incidents
- Educate students about the differences that make us unique (with special mention of genetic, medical and allergy differences [anaphylaxis and asthma])

Early Intervention

Early identification of bullying behaviours is vital if schools are to be most effective managing bullying. It is important that schools respond in a timely fashion when issues are identified as it is understood that those who are engaged in bullying and are bullied can experience long term effects. Mount Annan Public School's positive behaviour for learning

system is incorporated in the school's discipline policy and outlines clear procedures and systems to prevent bullying or inappropriate behaviour.

Targeted early intervention strategies could include:

- Students to be encouraged to report bullying incidents involving themselves or others
- Teachers to regularly remind students to report incidents. Students to be reminded that reporting is not dobbing
- Parents to be encouraged to contact the school if they become aware of a problem
- Students recognised for positive behaviours
- Executive staff alerted to incidents of bullying
- Bullying surveys conducted on a class or stage basis as the need arises
- When appropriate, bullying incidents recorded on Sentral.

Mount Annan Public School will continue to provide relevant personal development programs to target bullying and develop students' self esteem.

For example:

- Student Leadership
- Child protection and Drug Education
- Harmony Day Celebrations
- Learning Support Team
- Referral to School Counsellor and other consultants, eg Itinerant Support
- Anti-bullying posters displayed in all rooms
- Possible relevant performances with targeted messages to students, eg anti-bullying, developing self esteem



BULLYING ~ NO WAY!

Bullying: is *intentional* and *repeated* behaviour by a student or students towards another person. This causes distress, hurt and pressure. Bullying involves the use of power by one student over another.

Some examples of bullying might include repeated examples of:

VERBAL	PHYSICAL	SOCIAL	PSYCHOLOGICAL
*name calling	*hitting	*rude gestures	*spreading rumours
*teasing	*punching	*ignoring	*malicious SMS
*threats	*tripping	*excluding	*malicious email
*insults	*kicking		

What to do if I am being bullied



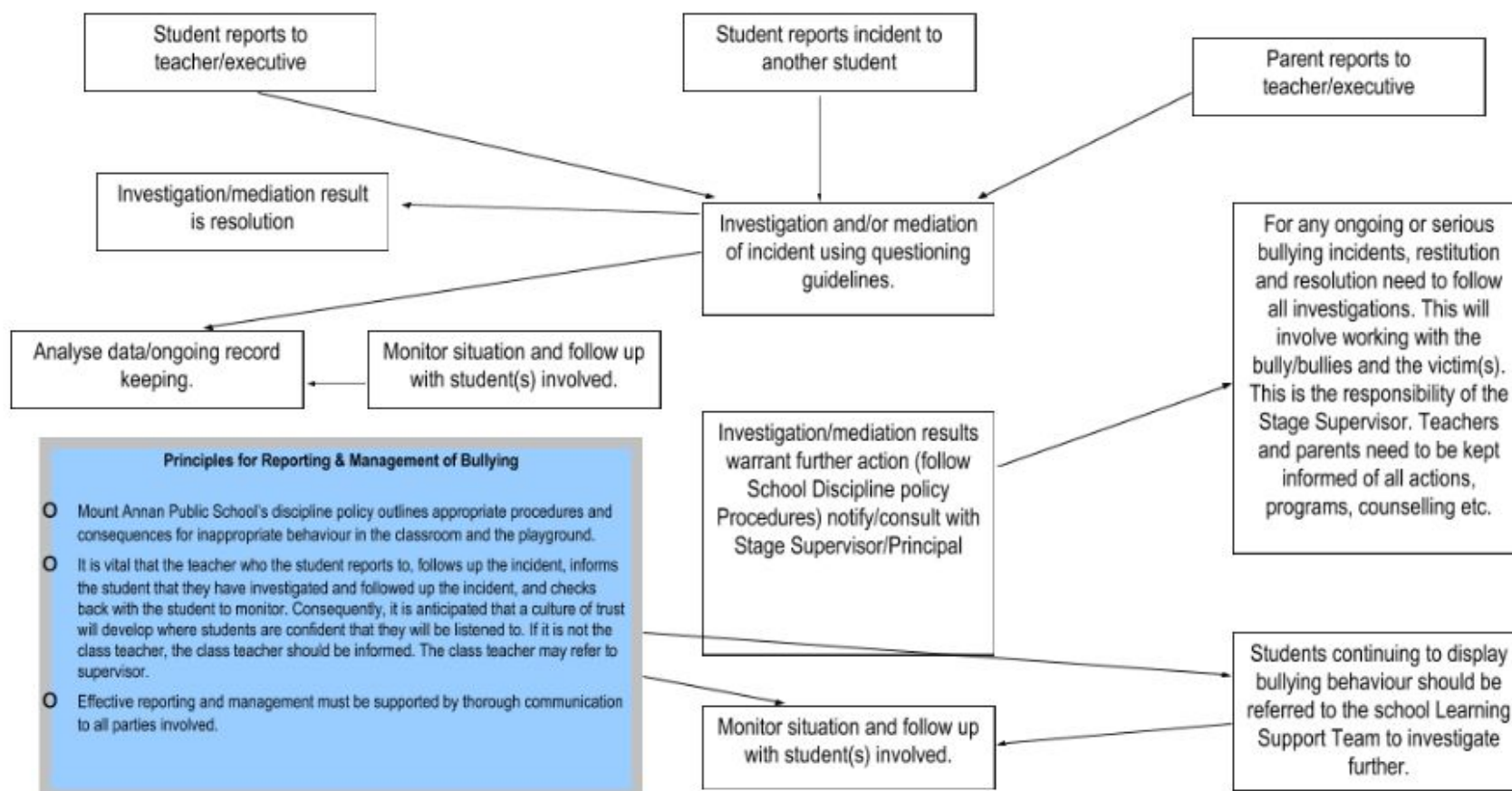
- Tell the person you do not like what they are doing to you
- Do not retaliate - Try to stay calm
- Tell the teacher and your parents straight away

What to do if I see others being bullied

- Tell a teacher what is going on

Response

Procedures for Reporting Bullying



Student(s) Report the Incident

- Note any details offered in the first instance
- Let the students know that you will be speaking to the suspected bullies
- Ask what has happened to them and who was involved
- Ensure you keep a record of the student's name, class and date of the report
- Empathise with the student, acknowledge how they are feeling and reassure them that you will be speaking to them again once the incident has been investigated.

Before you investigate:

- Wait until all parties involved are calm, allowing time for cooling off if needed
- Allow all students involved the opportunity to have a say
- Do not send students who are involved in the incident to call for other students who may be implicated

Post Intervention

Mount Annan Public School's discipline policy outlines appropriate procedures of the consequences for inappropriate behaviour in the classroom and in the playground

Possible consequences may involve:

- Warning
- Removal to the grade supervisor, deputy principal or principal
- Parental contact
- Negotiated contract
- Ongoing monitoring
- Timeout from the class/playground
- Community service
- Mediation sessions with the victim to reconcile differences
- Development of an Individual Behaviour Program (IBP)
- Referral to external agencies eg Behaviour team
- Behaviour guidance program eg anger management, social skills
- Suspension

When an incident is reported, investigation will commence promptly. Where possible, parents/carers will be notified of the investigation's outcome within five working/school days.

In consultation with the school community, Mount Annan Public School will review this plan at least every three years. This will be communicated to the school community through the school website and the newsletter.

The Department of Education (D0E) has developed appeals procedures to handle complaints. This is located at:

Complaints Handling Policy

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

Additional Information

Kids Helpline

<http://www.kidshelp.com.au/> 1800 551800

Principal's comment

This anti-bullying plan has been developed in consultation with staff and community members. This plan is underpinned by the school's anti-bullying policy.

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