

Anti-bullying Plan

NORTH HAVEN 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.

Students at North Haven Public School have the right to expect they will spend the school day free from the fear of bullying, harassment and intimidation. Bullying in any form is not acceptable.

Students, teachers, parents, caregivers and members of the wider community have a shared responsibility to work together to create a safe and happy environment, free from all forms of bullying.

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 which interferes with teaching, learning and student wellbeing will not be accepted.

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

- be aware of NHPS Anti Bullying Policy and support this through words and actions
- actively work together to address bullying and resolve incidents of bullying
- promote positive relationships that respect and accept individual differences and diversity

The school has a responsibility to

- inform all members of the school community about NHPS Anti Bullying Plan and NSW DEC Policy
- provide students with strategies to respond positively to bullying, including responsibilities as bystanders or observers
- provide students, parents and caregivers with clear information about strategies that promote appropriate behaviour and consequences for inappropriate behaviour
- communicate to parents and caregivers the important role they have in resolving incidents of bullying behaviour involving their children
- follow up complaints of bullying, harassment and intimidation

Students can expect to

- know staff will respond to their concerns
- be provided with appropriate support
- participate in relevant Personal Development learning experiences to build understanding & skills
- have clear and consistent consequences for bullying behaviour implemented (refer Processes for Responding below)

Students have a responsibility to

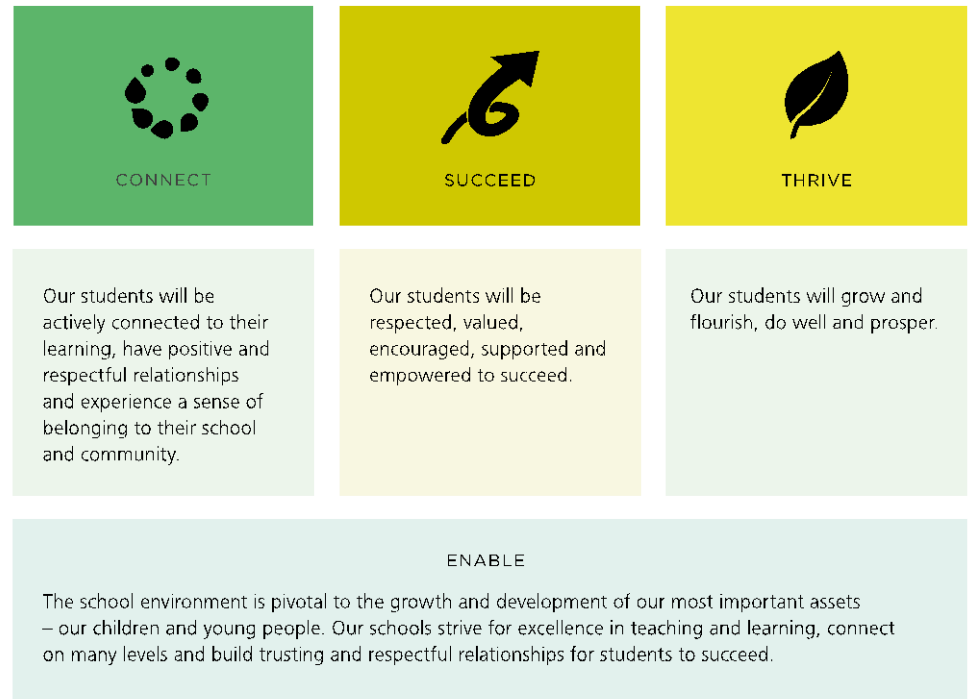
- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens and responsible bystanders
- follow North Haven Public School Anti Bullying Policy and respond to incidents appropriately

Parents and caregivers have a responsibility to

- support their children to become responsible citizens
- support their children in all aspects of learning
- assist their children in understanding bullying behaviour and responses to bullying
- be aware of the school Anti-Bullying plan
- assist in resolving incidents of bullying behaviour involving their children
- support all students of the school to deal effectively with bullying
- communicate any concerns to the school, to seek information and support from the school

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
- respect and support students in all aspects of their learning
- model appropriate behaviour
- respond in an appropriate and timely manner to incidents of bullying
- maintain continual professional development to promote Wellbeing and implement appropriate welfare strategies (refer to NSW DEC Wellbeing framework)



DEFINITION: WHAT IS BULLYING?

Bullying is a form of aggressive behaviour, which is usually hurtful and deliberate; sometimes continuing for weeks, months or even years and it is difficult for those being bullied to defend themselves. Underlying most forms of bullying behaviour is an abuse of power and a desire to intimidate and dominate.

(Sharp & Smith, 1994)

Bullying:

- is repeated and unjustifiable behaviour;
- is intended to cause fear, distress and/or harm to another;
- may be physical, verbal or indirect/relational;
- is conducted by a more powerful individual or group, against a less powerful individual who is unable to effectively resist;
- is intentional, aggressive act/s, repeated over a period of time.

Cyber bullying:

- is when someone is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another student/s using the Internet, interactive and digital technologies or mobile phones.

Harassment:

- is any unwanted, unwelcome or uninvited behaviour which makes a person feel humiliated or offended;
- can be seen as one form of bullying;
- the terms 'harassment' and 'bullying' are often used interchangeably.

Some examples of bullying may include repeated:

- Hitting, pushing, kicking, spitting.
- Teasing, mocking and using put-downs.
- Using offensive names.
- Making offensive comments about others or their families.
- Gossip - spreading information (true or untrue).
- Hurtful/aggressive looks.
- Rude gestures.
- Leaving someone out of a group to be mean to them.
- Messing up someone's game.
- Hiding, damaging, stealing someone's belongings.
- Making up rumours/stories about someone.
- Using threats to stop people going to the toilet or to take their money, food or other belongings.
- Writing offensive notes about someone.
- Deliberately ignoring.
- Sexual innuendo and harassment.
- Writing graffiti about another.
- Cyber-bullying through social network sites, emails, text messages etc.

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

The school will also adopt a four-point plan to promote anti-bullying, which includes:

Prevention

- Professional development for staff related to bullying and the strategies to counteract it.
- Community awareness and input relating to anti-bullying, its agreed definition, 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.
- Provide elective and structured activities at some recess and lunch breaks to support positive interactions and student engagement (e.g., Library, dance, school leader facilitated activities, sports equipment)
- 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 discussed in the school).

Early Intervention

- Students are to be encouraged to report bullying incidents involving themselves or others.
- Teachers to regularly remind students to report incidents. Reinforce that *reporting is not dobbing*.
- 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 management plan 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.
- Consideration as to why the bullying occurred will be investigated. (e.g. The bigger picture or contributing factors)
- 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 are 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

- North Haven PS's Discipline 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. Parental contact
 - d. Negotiated contract
 - e. On-going monitoring
 - f. Timeout from the class/playground
 - g. Mediation sessions with the victim to reconcile differences
 - h. Referral to external agencies
 - i. Behaviour guidance programs (e.g. anger management, social skills)
 - j. Detention
 - k. Suspension (in extreme cases)

ADVICE TO BE GIVEN TO STUDENTS WHO ARE BEING BULLIED

The student should be encouraged to -

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive (*"please stop, I don't like that thanks"*)
- Seek help. Talk about the experience to someone who is trustworthy (student leader, 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's social life
- in what is happening at school

Encourage your child

- to bring friends home
- to accept and tolerate differences in others

Build your child's self-confidence

- by recognising and affirming his/her positive qualities
- by valuing him/her for who he/she is.

Discuss with your child

- the school's expectations about behaviour
- ways to respond if his rights are infringed

Encourage constructive responses

- physical bullying or persistent teasing should be reported
- hitting back or retaliating with name -calling won't solve the problem

Set an example

- be firm, but not aggressive in setting behaviour limits
- be positive in things you say and do

Be alert for signs of distress

- unwillingness to attend school
- dropping off in academic performance
- damaged clothing and frequent loss of personal property
- loss of confidence and uncharacteristic mood changes
- withdrawal from social activities.

ACT

- If your child is being bullied at school, report it to a teacher, or the Principal. Your report will be followed up

Principal's comment

Our plan will be uploaded onto our website and will be reviewed by stake holders every 3 years or as the need arises.

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