

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 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*.

Teachers, parents, students and members of the wider community have a responsibility to work together to address bullying. Tamworth Public School's Anti-Bullying Plan contributes towards the promotion of a positive, respectful, happy and safe environment where resilient individuals achieve their full potential and are inspired to be lifelong learners.

At Tamworth Public School we will:

- inform the school community of the nature of the welfare, discipline and anti-bullying policies for our school;
- provide students with programs and strategies to respond positively to bullying behaviour;
- follow up complaints of bullying, harassment and intimidation; and
- regularly review the school's anti-bullying plan.

Statement of purpose

At Tamworth Public School we are committed to providing a safe and caring environment in which all members of the school are respected. Tamworth Public is committed to fostering a positive school environment in which every child is known and supported within the scope of the resources available. Every student at Tamworth Public has the right to spend each day at school without being bullied, harassed or intimidated.

The definition of bullying may seem obvious but there is a difference between students 'not getting on' and students bullying each other. Learning how to resolve conflict and negotiate with people who have different personalities and opinions are important life skills that parents and the school need to help students develop. Our aim is to do everything we can to prevent the incidence of bullying and to manage bullying issues in line with this plan and the Student Welfare and Discipline guidelines. We will equip our students with strategies to build positive, fair and respectful relationships and to be proactive bystanders. An evaluation of this policy will take place at regular intervals. This policy will be formally reviewed in 2020.

Protection

Bullying can be defined as deliberately hurtful behaviour, either physical or psychological, that is intentional and repeated over time by an individual or group of individuals and causes distress, hurt or undue pressure. It can devalue, frighten and isolate victims. Bullying involves the abuse of power in relationships. Bullying takes many forms. It can involve all forms of harassment, humiliation, intimidation and victimisation of others. Underlying most bullying behaviour is a desire to intimidate and dominate.

A single incident or disagreement between peers is not bullying. However, these behaviours may lead to bullying and should be resolved.

Experts agree that bullying entails three key elements: an intent to harm, a power imbalance and repeated acts or threats of aggressive behaviour. Children who bully say or do something intentionally hurtful to others and they keep doing it with no sense of regret or remorse even when targets of bullying show or express their hurt or tell the aggressors to stop. Bullying can come in many forms, for example:

- being hit, tripped, kicked, pinched etc:
- being called names, teased, put down etc:
- being threatened, stalked, gestures, having rumours spread about you, excluding someone etc:
- insulting someone, sending cruel or threatening emails or text messages, using the web or mobile phones to spread rumours or threatening someone etc: and
- discrimination based on disability, gender, race or religion.

Bullying behaviours deprive individuals and groups of their rights, jeopardise physical and emotional safety and undermine the wellbeing of members of our school community.

Students, teachers, parents, caregivers and members of the Tamworth Public community should:

- feel safe at school without fear of bullying;
- create a happy and safe environment;
- know what behaviour is expected of them and others in relation to the Anti-Bullying Plan; and
- be provided with appropriate support when bullying occurs, once they report the bullying to a member of staff.

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 school community; and
- report all incidents of bullying and work together to actively 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 (whether a victim, perpetrator or onlooker); and
- take part in learning experiences that address key understandings and skills relating to positive relationships developed through the core values: respect, responsibility, safety, excellence in learning.

A positive school climate exists when all students feel comfortable, respected, valued, accepted and secure in an environment where they can interact with caring people they trust.

At Tamworth Public School, this is fostered by ensuring that students have opportunities to feel that they are contributing members of the school.

Prevention

As a school community we have a shared responsibility to take positive and consistent actions to deal effectively with bullying. The school will implement the following strategies and programs to prevent bullying:

Staff Responsibilities

- to model appropriate behaviour at all times;
- to treat each report of bullying seriously and act on the report promptly, following the school discipline procedures;
- to develop within the school community clear procedures for reporting incidents of bullying to the school;
- to communicate incidences of bullying to parents when required;
- to increase students' awareness of acceptable and unacceptable communication when using the internet;
- access the 32 excellent resources from

<https://antibullying.nsw.gov.au/educators/resources> to assist educators in preventing student bullying and responding early if it does occur.

Student Responsibilities

- to show consideration, respect and support for others;

If you're being bullied...



Do the 'High Five'...

1. Ignore
2. Talk friendly – Use neutral language
3. Walk away
4. Talk firmly – Respectfully tell them to stop
5. Report – see options below

But if it's been going on for a while and these don't work...

- talk to your friends and ask for support
- talk to your parents
- talk to your teachers including Principal, Deputy Principals and Assistant Principals

If you see someone else being bullied...

- tell the person acting like a bully to stop
- talk to a teacher
- don't watch or join in
- try to change the subject
- try to comfort and/or include the person who's being targeted

Parent Responsibilities

- to encourage their children to show consideration, respect and support for others;
- to encourage their child to adapt learnt strategies to deal with bullying;
- to encourage their child to 'tell' if they are being bullied or witness bullying incidents;
- to inform the school if bullying is suspected; and
- to assist and support all students of the school to effectively deal with bullying behaviours according to the school's Anti Bullying Plan.

Early Intervention

Some students are identified as being at risk of bullying or developing long- term difficulties with social relationships. Some students are also identified as using bullying behaviour. Where it is anticipated that a student may be at risk of becoming either a victim or perpetrator of bullying behaviour, the following measures will be taken:

- Development of action plans on how to cope with difficult situations e.g.

“The 5 Steps”

1. Look the person in the eye
2. Say their name
3. Say “Stop it”
4. Say “I don’t like it when...”
5. Walk away

- Development and rehearsal of social stories and strategies for teaching/coaching and practice through role play and scenarios.
- Referral to Learning Support Team

Response

All types of bullying are taken seriously by Tamworth Public School. Incidences of bullying are reported immediately to any teacher, Stage Assistant Principal, Deputy or Principal by students and/or parents. Any bullying incidences reported will be investigated and recorded by the Executive or Principal. Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's behaviour code and if necessary, suspension procedures will apply.

Responding to Reported Incidence of Bullying

- Children involved speak with Stage Assistant Principal, Deputy or Principal about the incident.
- If clearly substantiated, and depending on the nature of the incident, the students' parents will be contacted and a warning given of the consequences for further incidences.
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the Principal - subsequent consequences for this behaviour determined in line with the school's discipline policy.
- Inform other staff of the incident.
- Monitor the behaviour of the children involved.
- If aggression is repeated, the Principal will meet with the student's parents.
- If the child continues to bully, make an appointment to speak to the parent/carer. Remind them of the policy and ask for their cooperation in stopping the child from bullying other students. Develop an intensive behaviour management plan if necessary.
- If bullying behaviour does not stop, student may be suspended as per the school's behaviour code and DoE policy documents.
- Victims of bullying will have access to School Counsellor for support if the need exists or the student requests it.

Reporting Instances of Cyber-bullying

If students are being harassed online, they are encouraged to take the following actions immediately:

- Tell an adult you trust. This can be a teacher, parent, older sibling or grandparent – someone who can help you to do something about it. Leave the area or stop the activity. People who bully get their kicks from knowing they've upset their target. Don't let them know they've upset you, and you've taken away half their "fun". Easier said than done when it's face-to-face, but if it's on your mobile or the Internet — easy!

- Block the sender's messages. If you are being bullied through e- mail or instant messaging, block the sender's messages. Never reply to harassing messages.
- Keep a record. Save any harassing messages and record the time and date that you received them.
- Advise your Service Provider. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber-bullying over their networks, or help you track down the appropriate service provider to respond to.
- Report to police. If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

Students:

- report (No Go Tell Strategy) if they are being bullied or if they see someone else being bullied- both at school and on the way to and from school;
- students will use strategies taught through school-based programs when responding to bullying;
- students will respect individual differences and diversity
- follow the school's Anti-Bullying Plan, Student Welfare and Discipline guidelines and School's Values code.

Parents:

- watch for signs of distress in their child, eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising;
- take an active interest in their child's social life and friends;
- advise their child to tell a teacher about any school incident involving bullying;
- inform the class teacher as soon as they are aware of an incident of suspected bullying;
- encourage their child to be proactive in responding to incidents of bullying;
- recognise and respond appropriately to bullying by following the school's Anti Bullying Plan and Procedures for Reporting Incidents of Bullying;
- remain calm and go through the right channels by contacting the school; and
- allow the school to handle the incident in a timely manner in line with the school's Anti-Bullying and Student Welfare guidelines.

Staff:

- have explicit knowledge of school and departmental policies relating to bullying behaviour;
- provide teaching and learning activities that support students to develop a shared understanding of bullying behaviour and its impact, including cyber bullying;
- implement whole school programs for bullying prevention, in line with the school's Rights and Responsibilities.
- maintain a positive climate of respectful and fair relationships that support students;
- model appropriate behaviour at all times;
- make efforts to limit occasions for bullying by active supervision of the playground and classroom; and
- provide support to any student who has been affected by, engaged in or witnessed bullying behaviour.

Specific teacher response

Initial incident:

- in the case of apparently isolated playground or classroom incidents the teacher looks into the matter by discussing with both the victim and perpetrator/s, and highlights that the behaviour is inappropriate, names it and reports it to an executive member to record.
- appropriate consequences will be implemented in consultation with stage executive, in line with the school Welfare Guidelines; and
- consultation with the victim should occur again after a few days to ensure that the behaviour has not continued.

Ongoing or serious bullying:

- teachers should check with the LaST team to identify whether there is a pattern of ongoing bullying. If the behaviour appears to be serious or ongoing, then the incident should be reported to the stage supervisor and/or executive member
- stage supervisor and/or executive member discusses incidents with Principal for further intervention.

Stage Executive:

- promote the school's Anti-Bullying Plan with students, staff and parents;
- develop and implement early intervention support for students identified by the school as being at risk of developing long term difficulties with social relationships;
- develop and implement early intervention support for students identified as having experienced bullying or engaged in bullying behavior;
- record bullying incidents and identify patterns of bullying behaviour;
- discuss with student(s), class teacher(s) and parents the action taken;
- report to parent(s) and Principal when bullying has taken place; and
- provide regular updates, within the bounds of private legislation to parents and caregivers about the response to incidents.

All cases referred to the wellbeing team are managed through meetings with both the victim and the bully, individually, and in some cases together. This calls on students' sense of fairness and aims to ensure that a sense of shared concern develops and that all those involved work to resolve the problem and make things better for the student being bullied.

Repeated instances of bullying are seen as persistent disobedience and will be managed using the school's Welfare and Discipline guidelines. Such repeated disobedience may result in suspension in accordance with these guidelines. Any bullying behaviour involving physical violence is referred to the Principal.

A building resilience/assertiveness program may be employed for the victim of the bullying behaviour with the assistance of the school's Counsellor, or Principal. An Individualised Behaviour Plan may also be deemed appropriate for the bully and can be developed in conjunction with the LaST or Wellbeing Team.

Where relevant the LaST or Wellbeing Team with the support of the Principal may report incidents of bullying to the Child Wellbeing Unit, who may advise that Family and Community Services are informed. Contact with the local Police Youth Liaison Officer may also be deemed appropriate.

- Mandatory Reporter Guide can be used to determine appropriate action: www.keepthemsafe.nsw.gov.au

Strategies the school will use to identify patterns of bullying behaviour

Patterns of bullying behaviour in most cases are identified by monitoring reports registered on ESR. Serious matters requiring further involvement of staff are brought to the attention of the Stage Assistant Principal, Deputy or Principal through regular discussions and updates at Learning Support, Stage and Executive meetings.

Communication of the Anti-Bullying Plan

This Anti-Bullying Plan will be placed on the school website and also communicated each year through Information Evenings, assemblies, newsletters and through other media as needed.

Processes used by Tamworth Public School to monitor and evaluate the effectiveness of our Anti-bullying Plan

- monitoring of reported incidents of bullying through ESR and the LaST Team;
- suspension data;
- surveys on school culture and climate;
- speaking to parents who have reported incidences to find out if the problem has been resolved;
- feedback from year groups regarding implemented programs.

Principal's comment

The procedures outlined in this plan will assist students, teachers and parents in identifying, reporting and preventing bullying behaviour. By working together we can ensure that Tamworth Public School is a place where children can learn and interact in a positive, peaceful manner. The school reviewed this plan in 2017.

Anti-bullying Plan Team

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Support Documentation

<https://antibullying.nsw.gov.au>

<http://www.mindmatters.edu.au/>

<https://bullyingnoway.gov.au/>

www.esafety.gov.au

<http://www.mindmatters.edu.au/>

www.kidsmatter.edu.au/

www.cybersmart.gov.au/

www.ncab.org.au/