

# Anti-bullying Plan

Spring Terrace Public School (Reviewed June 2016)





# 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.

Our Ant-Bullying Plan is available on the school website as well as from the school office.

## Statement of purpose

This plan aims to address all forms of bullying that may occur in the school environment and to provide positive strategies for preventing, reporting and managing all forms of interactions that are not acceptable in the school environment.

## Protection

Spring Terrace Public School is committed to creating a safe and caring environment in which all students can achieve success, socially, emotionally and academically. As a school community we do not tolerate bullying or harassment. Any bullying incident which comes to the attention of students and staff will be dealt with according to the policy and procedures outlined below. Incidents will be dealt with in a timely and consistent manner.

It is important to remember that the welfare of students at Spring Terrace Public School is a concern for all members of our community and we all share a responsibility in regard to this issue. It is important to work together to prevent and respond to any bullying behaviour.

## Prevention

Our classroom programs and engaging school environment ensure students are individually catered for academically, physically, socially and emotionally.

Parental involvement is encouraged; the school promotes the development of quality relationships between staff, students & parents with an environment that is positive and consistent. We believe that all members of the school community, be they students, staff or parents have a responsibility to act as positive anti-bullying role models.

Anti-bullying lessons are dealt with in PDHPE & child protection lessons and as the need arises in the form of discussions with individual children, small groups or whole school.

The reinforcement of appropriate social skills, including conflict resolution, are an integral part of resolving any issue that arises. We follow the process of Procedural Fairness where all parties are given an opportunity to respond to issues.

Class rules and expectations are negotiated with the teaching staff and students.

Computer usage Agreement is in force. Students are aware that Principal and staff have access to all student emails at any time.

## Early Identification and Intervention

All members of our school community are encouraged to report bullying incidents.

Staff will be active, involved and visible in the classroom and on the playground. Staff are required to supervise students actively in all situations and deal with any inappropriate behaviour promptly.

Parents are encouraged to contact the school if they become aware of a problem.

Students are recognized for positive behaviours.



Students are taught a range of early intervention strategies to use including:

- *Walk away.*
- *Be firm and strong even if you don't feel it. Look them straight in the eye and stand up tall. Put your hand up to the person's face and say in a loud voice – "Stop – We don't do that here".*
- *Ignore them; pretend you didn't hear the comment.*
- *Find a friend. Play with friendly children.*
- *Find another game or activity to play.*
- *Go to the office.*
- *Don't fight back physically. It just gets you in trouble too.*
- *Tell your class teacher or the Principal.*
- *If you see someone else getting bullied, go and tell a teacher.*

## Response

The school encourages a climate of '*It's OK to tell someone*'. Whenever members of the school community feel bullying is occurring in the school setting they are encouraged to stop their involvement, walk away from the act and tell someone in authority.

Any incident that is reported to the principal or teaching staff will be investigated to determine if it is bullying, is an individual incident or could potentially become bullying.

Investigation of reported or observed incidents will follow principles of the Procedural Fairness, allowing all parties to have the opportunity to present their point of view.

Staff will follow the procedures set out in 'Response to Bullying and Negative Behaviour.' (See below)

## Additional Information

### Spring Terrace Public School Anti-bullying Plan – NSW Department of Education and Communities

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

<http://www.ncab.org.au/>

<http://friendlyschools.com.au/fsp/>

[www.bullying.org](http://www.bullying.org)

[www.kidshelp.com.au](http://www.kidshelp.com.au)

[www.schools.nsw.edu.au/news/technology/index.php](http://www.schools.nsw.edu.au/news/technology/index.php)

<http://www.schoolatoz.nsw.edu.au/wellbeing/behaviour>

Telephone

Kids Help Line 1800 551 800 (24 hours toll free)

## Principal's comment

This plan has been developed in consultation with the school community. To be reviewed in Semester 2019.

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## School contact information

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# Spring Terrace Public School

## Response to reports of bullying and negative behaviour

### On report of bullying or negative behaviour incident teachers will;

- Listen carefully to the student's concerns.
- Check for physical injury and treat appropriately.
- Reassure the student that they have done the right thing in coming to the teacher and that they will be supported.
- Collect information about the incident and record it in Sentral.
- Ask the student;
  - *Who was involved and what happened?*
  - *What were they, and the other student/s, doing at the time of the incident?*
  - *What was said or had happened in the lead up to the incident?*
  - *Have similar incidents happened before?*
  - *How the incident made them feel?*
- Speak to the other student or students involved in the incident, including bystanders, and record the information given.
- Decide whether the incident is not bullying but rather **an individual behaviour issue, requires further investigation** or is **definitely bullying**, before a deciding how to proceed.

If it is determined that the incident is **not bullying** the teacher will respond according to **Spring Terrace Public School's Discipline Policy**.

If it is determined that the incident **could constitutes bullying** the teacher will;

- Act according to the **Spring Terrace Public School's Discipline Policy**.
- Notify the parents of the students involved, informing them of the accusation and the process that will be followed.
- Monitor future interaction between the relevant students.
- Inform other staff so that they can assist in monitoring the students involved.
- Encourage the student to tell a teacher or a parent of any future incidents.
- Regularly check with the student to see if there has been further incidents.
- Check that the student feels safe and supported.

If it is determined that the incident is **bullying** the teacher will act according to the **Spring Terrace Public School's Discipline Policy** and **implement strategies designed to stop bullying and ensure that the affected student feels safe at school**.

(see below)

# Spring Terrace Public School

## Bullying Interventions

No method of addressing bullying has been reported as 100% effective and no one intervention is appropriate in all circumstances of bullying.

When bullying has occurred a teacher or principal will;

- 1. Take action to ensure that the behaviour is stopped immediately. This may include;**

*Removing the offending student from the playground.*

*Having the student work in a different area from the victim.*

*Taking the student to another teacher.*

*Suspending the student and having them collected by a parent.*

*Contacting the safety and security unit.*

*Calling the police.*

- 2. Take appropriate disciplinary action against the offending student. This may include;**

*Imposing time out of the playground.*

*Limiting places the student may play in the playground.*

*Withdrawing privileges eg excursions.*

*Placing the student under direct supervision of a staff member at all times.*

*Suspending the student from school.*

- 3. Implement strategies to ensure that the bullying stops. This may include;**

*Making the offending student aware of the consequences should bullying continues.*

*Holding mediation with the student and their parent to discuss the behaviour and its seriousness.*

*Holding mediation between the students so that they understand how they have made the victim feel.*

*Monitoring the students involved more closely.*

*Holding daily or weekly check-ins with the teacher at specified times to remind the offender of appropriate behaviour.*

*Giving the student a behaviour card that must be signed by the teacher at regular intervals throughout the day.*

*Provide counselling with a teacher, principal or school counselor.*

*Suspending the student from school.*

*Expelling the student from school.*

- 4. Provide support to the victim to ensure that they feel safe and supported at school. This may include;**

*Implementing a buddy system so that the student knows they have support.*

*Implementing Restorative Practice to allow the bully to restore the damaged relationship.*

*Holding mediation between the students to assist them in resolving their differences.*

*Providing teaching and learning activities for the whole class or school about how we prevent bully as a community and the role of the bystander.*

- 5. Inform the parents of the students involved of the actions that have been taken.**