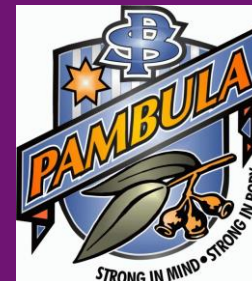




Education &
Communities



Anti-bullying Plan

Pambula 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.

The Pambula Public School Anti-Bullying Plan is a joint document written by the Pambula Public School's Student Welfare Committee in conjunction with school staff, students, school counsellor and the parent community (represented through the Pambula Public School P&C Association).

This Plan will be reviewed annually (as necessary) and updated fully at least every three years, in line with the NSW DEC's Anti-bullying Policy, with input from all stakeholders. The Plan will be distributed to all families upon enrolment and published on the Pambula Public School's website.

Statement of purpose

The Pambula Public School community expects that all staff, students and community members should be able to attend school without any fear that they will be bullied or intimidated in any form. We believe bullying is a whole of community issue and as such must be addressed within this context. This Plan sets out a clear process in which the Pambula Public School community can recognise, monitor, report on and prevent all forms of bullying behaviours. Together with the Student Welfare Policy, this Plan outlines support offered to both the victim/s of bullying and also to the individual or group exhibiting bullying behaviours.

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Our intention is to make every student, staff member and parent responsible for the prevention of all forms of bullying through a process which looks at protective strategies and appropriate responses to incidents.

This Plan applies to all bullying behaviour, including cyberbullying, that occurs in school and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

We define bullying as being:

... 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. Cyberbullying 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.

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Bullying in Schools Policy (2011)

Protection and Prevention

We believe that bullying is less likely to occur in an environment in which all stakeholders take an active role in addressing any form of bullying in the first instance. As such, staff at Pambula Public School will take seriously any report of bullying behavior and will actively promote the process for students and parents to report such behavior.

Anti-bullying discussions will be conducted regularly in all classes with teachers explaining the school's expectations in regards to student behavior, defining bullying behaviours and reminding students that they can report bullying behavior to staff which will be taken seriously and investigated. The school implements the 'Bounce Back' program from K-6. A core unit within this program is 'No Bullying', which is taught each year. In addition to this, Stage 3 students engage in cyber-safety programs which include bullying prevention and protection.

The school will continue to communicate the strong message that bullying is not tolerated at Pambula Public School and any evidence of bullying behaviours will be dealt with as outlined in this Plan.

Discussion, role-play, games and hands on activities are implemented within the Personal Development, Health and Physical Education syllabus. Social skills, including conflict resolution and resilience, are taught through these lessons. Ways of preventing and responding to bullying is discussed in each class on a regular basis. Students are taught how to play games in

the playground and how to use the playground space effectively. Recent developments of incidents of bullying via mobile phone and the internet are also covered.

Bullying issues will be dealt with in a neutral, fair and unbiased way. Allegations and incidents will be investigated in a timely manner and decisions will be based upon the information and evidence gathered through investigation.

Consequences will be consistent with our '*Student Welfare and Discipline Policy*' and in persistent or serious incidents, with the DEC's suspension procedures at the discretion of the principal.

Within the definition outlined above, bullying behaviours can include but is not limited to:

- any form of physical violence such as hitting, pushing or spitting on others
- interfering with another's property by stealing, hiding, damaging or destroying it
- using offensive names, teasing or spreading rumours about others or their families
- using put-downs, belittling others' abilities and achievements
- writing offensive notes or graffiti about others
- making degrading comments about another's culture, religious or social background
- hurtfully excluding others from a group
- making suggestive comments or other forms of sexual abuse
- ridiculing another's appearance
- forcing others to act against their will

At Pambula Public School, we are committed to the development of an environment where bullying is not tolerated.

This requires **staff** to:

- implement the spirit of the school's Student Welfare Policy and the school's set of values being, Respect, Responsibility and Pride
- be role models in word and action at all times
- maximise a safe learning and playground environment with active supervision when on duty and by being at assemblies, classrooms and duty promptly
- report suspected incidents to the appropriate staff member who will follow the designated procedures as per Playground and Classroom Behaviour Management Plan and follow through with relevant feedback to the victim
- provide students with the necessary strategies for dealing with bullying through a planned series of classroom lessons in the Anti-Bullying Program including the Bullying, No Way! program
- implement social skills programs for the relevant stage(s) through the Physical Education/Health/Personal Development syllabus
- develop individual behaviour modification programs and risk assessments
- be observant of signs of distress or suspected incidents of bullying
- take steps to help the recipient of bullying and remove sources of distress without placing the recipient at further risk
- work co-operatively with the Learning and Support Team, parents and the whole school community to reach a solution

This requires **students** to:

- understand the spirit and content of the school's Student Welfare Policy and the school's set of values being, Respect, Responsibility and Pride

- participate in the strategies for dealing with bullying taught through the lessons in the anti-bullying program - Bullying, No Way!
- participate in the planned PD.H.PE and social skills programs for the relevant stage(s)
- implement the strategies learnt through behaviour modification programs
- take responsibility for their own actions
- refuse to be involved in any bullying situation
- recognise that keeping silent about a bullying situation provides support and protection for the student who displayed the bullying behaviour
- report the incident or suspected incident to a teacher

This requires **parents** to:

- understand and support the spirit of the school's Student Welfare Policy and the school's set of values being, Respect, Responsibility and Pride
- teach children respect for others and appreciation of differences
- observe children for signs of distress or changes in behaviour; e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothing or bruising
- not encourage children to retaliate
- report incidents to the school promptly
- work co-operatively with the school to reach a solution

Early Intervention

Any students identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behavior will be referred to the Learning and Support Team who will monitor the student and investigate additional support. This may take the form of

classroom programs to address the issue, discussions with parents and/or the involvement of the school counselor.

Response

The school provides all newly enrolled students and families with information such as this plan and brochures about bullying.

Our school website regularly provides information, resources and internet links to sites which provide students and parents with access to a broader community resource.

Parents are encouraged to discuss their children's concerns with staff, knowing that procedural fairness will apply.

The school is developing strategies to respond to bullying through:

- having students identify areas of the school where they feel unsafe
- upskilling teachers in identifying and responding to bullying behaviours
- using information collected via our Learning and Support Team and teacher, student and parent reports on bullying to respond and resolve incidents in a timely manner and to send the message that managing bullying behaviours is important
- developing the school's electronic media to communicate anti-bullying policies and procedures

The school, through the Department of Education and Communities, has procedures in place to deal with incidents which involve other agencies eg police, DOCs, Child Well Being unit. Copies of these procedures can be found on the Department of Education & Communities website www.dec.nsw.gov.au/

The school's Anti Bullying Plan will be reviewed and modified where necessary through a process of discussion, data collection and responses

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from students, staff and parents. The results of these reviews will be published in the *Annual School Report* and the school website, with a full evaluation completed every three years.

Additional Information

The NSW Department of Education & Communities has a range of anti-bullying resources available to assist and support both parents and schools when dealing with bullying in schools. These can be found at www.dec.nsw.gov.au/

Principal's comment

Pambula Public School is absolutely committed to developing and retaining a respectful, responsible learning environment for all students.

Through the joint development and implementation of this Plan, we demonstrate this commitment to our community.

Meg Couvee

Principal

Pambula Public School

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