

Anti-bullying Plan

Burren Junction 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.

The Anti-Bullying Plan – NSW Department of Education and Communities

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.

Every twelve months the Principal will review the Anti-Bullying Plan and make necessary changes based upon information gained as part of the yearly evaluation cycle. Sources of information will include staff, student and parent surveys and information collated as part of the positive behaviour system. These changes will be discussed with staff and the school council. They will then be communicated to the community through the school newsletter and by placing the updated policy on the school website.

Statement of purpose

Burren Junction Public School is committed to providing a safe and secure environment which promotes personal growth and excellence by developing confidence & self-esteem.

Protection

Bullying is repeated oppression of a less powerful person or group of persons. Bullying can be physical or psychological.

Bullying includes but is not limited to

- Name calling
- Threatening

- Put downs
- Unkind teasing
- Ridiculing
- Having property hidden, damaged, stolen or destroyed
- Physical harm
- Graffiti written about the victim
- Being left out
- Sent hurtful notes
- Singling out for unfair treatment
- Being picked on
- Rumours spreading
- Stalking
- Cyber bullying via internet or mobile devices

Student Responsibilities

- Tell an older person, preferably a teacher or other responsible adult
- Do not retaliate

Parent Responsibilities

- Watch for signs of distress in your child

- Listen to your child
- Give assurance and support
- Advise the child to tell a staff member
- Inform your child's teacher or principal of suspected bullying
- Attend interviews at school

Staff Responsibilities

- Be a positive role model in both words and actions
- Ensure students feel safe and valued in the school
- Listen to student concerns
- Be observant for signs of distress or suspected incidents of bullying
- Encourage students to ask for help

Burren Junction Public School has a positive rewards system which focusses on rewarding good behaviours. Breaches in behaviour including bullying are dealt with in the following way;

Parents will be contacted and asked to come in for an interview with the Principal

Students will complete and act upon a behaviour improvement plan with the Principal, a suitable consequence will also be put in place e.g. time off the playground, in-school suspension

The situation will be monitored and if the breach reoccurs the student may be suspended depending upon the severity of the breach.

The Anti-Bullying Plan – NSW Department of Education and Communities

Prevention

Burren Junction Public School uses the following strategies to prevent bullying

- Creating positive classroom and playground environments via the positive rewards system
- Creating a safe playground by ensuring adequate teacher supervision during break times
- Developing resilience by utilising the "High 5" system i.e.
 - 1) Ignore the bully
 - 2) Ask nicely to stop
 - 3) Walk away
 - 4) Ask sternly to stop
 - 5) Tell a teacher or parent
- Conducting classroom based Personal Development programs as part of studies of PD/H/PE
- Drug Education Programs as part of PD/H/PE studies
- Regular attendance of the Life Education Van
- Developing positive role models via School Parliament
- Visiting shows with an anti-bullying message
- Aboriginal perspective are incorporated into all Key Learning Areas (KLAs) to foster tolerance and understanding

Early Intervention

Students at risk of being ongoing victims of bullying will conference with the Principal to discuss appropriate actions to take. They may also be referred to the school counsellor with parental permission. Students perpetrating bullying will also follow these steps.

Response

The principal will regularly address students to explain what bullying is and to discuss methods individuals can use to deal with bullying.

Students who experience bullying should report it to a teacher. The incident will be investigated by the teacher and a red slip issued. Depending upon the severity of the incident, the incident may be referred to the Principal and an immediate suspension may be imposed. Red slips are collated and kept. These may then be used to identify patterns of behaviour and provide information valuable in helping the school to address any bullying issue.

Where practicable, the incident should be dealt with on the day of its occurrence. However, there may be instances where a longer investigation is required and this may take several days.

After the incident investigation is complete strategies will be employed which best suits the situation. Strategies for dealing with bullying incidents will include;

- Disciplinary action of the bully to impress upon them that what they have done is unacceptable, deter them from repeating the behaviour and to signal to other students that this type of behaviour is unacceptable.
- Mediation sessions may be held between the bully and the victim where both parties involved are prepared to meet and seek a solution
- Restorative practices may be used where mediation is not an option. This includes getting the bully to accept responsibility for the harm they have caused to the victim and others, recognising that they need to take action to repair the harm caused and agreeing upon a range of actions which will be monitored and completed within a set time period.

Students who have been affected by bullying will be taught strategies to assist them to behave more assertively.

The parents of both the victim and the bully will be contacted regularly by the principal to keep them informed about the situation

Any incident which involves reportable threatened or actual physical violence will be reported to the police by the principal.

The Child Wellbeing Unit or Community Services may be contacted if there are concerns about the wellbeing of either the victim or bully in their home environment.

Where any party feels that an incident has not been adequately dealt with they may choose to follow the Burren Junction Public School Complaints Handling Process.

The Burren Junction Public School Anti Bullying Plan will be published on the Burren Junction Public School website in the Policies section. It will be reviewed and updated each year.

The Quality School Life survey will be completed annually as part of the Annual School Report process. Findings from this survey will be published in the Annual School Report.

Additional Information

Police Youth Liaison Officer (YLO) Sarah Bancroft 6828 6853.

Kids Helpline www.kidshelpline.com.au

This policy was reviewed by

Suzanne Galvin – Principal

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David Marshall – School Council President

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