

Anti-bullying Plan

Eden 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.

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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 Eden Public School Anti-Bullying Plan is a joint document written by the Eden Public School's Welfare Committee in conjunction with school staff, students (SRC), school counsellor and the parent community (represented through the Eden 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 associated parties. The Plan, in brochure form, will be distributed to all families upon enrolment. This plan will also be published on the Eden Public School's website.

Statement of purpose

The Eden 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 Eden Public School community can recognise, monitor, report on and prevent all forms of bullying behaviours. Together with the Student Welfare Policy and Fair Discipline Policy, this Plan outlines support offered to both the victim/s of bullying and also to the individual or group exhibiting bullying behaviours.

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 instances that occur during bus travel and any cyber-bullying that occurs in school, 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.

NSW Education & Communities

Bullying in Schools Policy (2011)

Protection and Prevention

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

Anti-bullying discussions will be conducted regularly in all classes with teachers explaining the school's expectations in regards to student behaviour, defining bullying behaviours and reminding students that they can report bullying behaviour to staff which will be taken seriously and investigated. The school will continue to communicate this strong message that "bullying is not tolerated at Eden Public School" and any evidence of bullying behaviours will be dealt with as outlined in this Plan.

Discussion, role-play and games are implemented within our PBL Quality Start program. This program and the implementation of the KidsMatter Framework support the development of social skills, emphasising Respect, Responsibility, Resilience and conflict resolution at Eden Public School.

Ways of preventing and responding to bullying are 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 social media and the internet are also covered during digital citizenships lessons throughout the Stage 2 and Stage 3 Technology program in Term 1.

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 "*Fair Discipline*" policies and in persistent or serious incidents, with the DoE's suspension procedures at the discretion of the Principal.

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

- any form of **repeated** physical violence such as hitting, pushing or spitting on others
- **continual** interference with another's property by stealing, hiding, damaging or destroying it
- **ongoing** use of offensive names, belittling others, teasing or spreading rumours about others or their families
- **repeated** online posting or writing of offensive notes or graffiti about others
- **reoccurring** comments degrading another's culture, religious or social background
- ostracism
- **ongoing** suggestive comments and/or other forms of sexual abuse
- **continually** forcing others to act against their will

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

This requires **staff** to:

- implement the school's Student Welfare Policy and the school's values being; Respect, Responsibility and Resilience
- be role models 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 of bullying to the appropriate staff member, who will follow the designated procedures and provide relevant feedback to the victim

- implement our PBL Quality Start program which incorporates social skills and strategies for identifying and responding to bullying.
- develop individual behaviour modification programs and risk assessments
- be observant of student interactions
- take steps to assist the recipient of bullying by providing strategies and procedures to resolve a situation
- work co-operatively with the Learning Support Team, parents and the whole school community to reach a solution

This requires **students** to:

- understand the definition of bullying and be able to respond appropriately using the school's values of Respect, Responsibility and Resilience
- understand that the school has a set of guidelines to follow in regards to dealing with bullying
- participate in our PBL Quality Start program which incorporates social skills and strategies for identifying and responding to bullying.
- 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 the definition of bullying and be able to support the school's process in responding to the reported incidents of bullying
- understand and support the school's values of Respect, Responsibility and Resilience

- 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 engaging in bullying behaviour or the recipient of such behaviour will be monitored and referred to the Learning Support Team. The Learning Support Team will investigate and provide additional support if required. This may take the form of classroom programs to address the issue, discussions with parents and/or the involvement of the school counsellor.

Response

The school provides all newly enrolled students and families with a "Welcome Pack" which contains information regarding the school's values and brochures about bullying.

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

Parents are encouraged to discuss their children's concerns with staff, knowing that all incidents will be taken seriously and investigated.

The school is refining strategies to respond to bullying through:

- implementing a universal set of values for the students of Eden Public School and their community
- students participating in lessons based on our school values
- implementing the Quality Start program for all students
- up-skilling teachers in identifying and responding to bullying behaviours
- using information provided from accusations of bullying to respond to and resolve these incidents in a timely manner

- developing the school's electronic media to communicate anti-bullying policies and procedures

Managing incidents of Bullying

Currently, when managing incidents of bullying, Eden Public School uses strategies that are linked to the School Student Welfare Policy and encompass the range of options available to schools to deal with unacceptable behaviour, including suspension and expulsions.

In implementing this Anti Bullying Plan the principles of procedural fairness will be followed. Students and parents/carers may appeal if they consider correct procedures have not been followed, or that an unfair decision has been reached in the management of bullying behaviour.

The following management strategies are in place at Eden Public School to teach the skills and understandings that will minimise bullying behaviours.

Whole School Strategies

Classroom

- ✓ Values Education and social skills underpinning the Positive Behaviour for Learning (PBL) program.
- ✓ Implementation of Anti-bullying Strategies Program- embedded in our PBL Quality Start program and associated lessons
- ✓ Implementation of cyber-bullying Program – a series of lessons presented to students in Years 3-6 in Term 1.
- ✓ Students participate in ongoing lessons that give strategies to deal with bullying.
- ✓ Social skills practised and students engaged in co-operative learning activities.
- ✓ Universal Classroom rules as defined by each stage
- ✓ Students have weekly classroom responsibilities.
- ✓ Students engaged in Personal Development and Health lessons (including Child Protection)

Playground

- ✓ Proactive duty teachers with a consistent approach to support student interactions.
- ✓ Clear rules and expected playground behaviours are explicitly taught throughout the year through the Positive Behaviour for Learning program.
- ✓ School values are displayed on signs around the school.
- ✓ SLSO's organise games and activities.
- ✓ Implementation of a lunchtime social skills program (Social Club).

Other School strategies that contribute to our supportive culture include –

- ✓ Clear school rules and expectations
- ✓ Strong, positive school team with high expectations and skills in student welfare
- ✓ Learning Support Team/Welfare Team
- ✓ Positive Behaviour for Learning Team.
- ✓ School discipline program that rewards and recognises good behaviours and achievement (PBL tokens and wrist bands).
- ✓ Time at each staff meeting for student welfare issues to be discussed.
- ✓ Merit Certificates at assemblies.
- ✓ Prefects and School Leaders organise each week's school assemblies.
- ✓ Innovative welfare programs e.g. Class of the Month, PBL Reward Day, etc.
- ✓ Leadership training for Year 6 students.
- ✓ SRC representation for classes Year 2 to Year 6.
- ✓ Social Skills group for targeted students e.g. Bike Program, The Sand Pit Gang, Social Club, etc.

Procedures for Dealing with Bullying Behaviour

The following strategies are in place at Eden Public School for dealing with bullying behaviour. These are part of our School Welfare and Fair Discipline Code.

- ✓ Teachers deal with situations as soon as possible.

- ✓ Teachers mediate to resolve minor incidents.
- ✓ Teachers record the bullying incident on the school's discipline referrals (yellow slips) depending on the seriousness of the bullying.
- ✓ If issue is not resolved, or is deemed too serious, refer directly to the Principal or executive.
- ✓ Victims of bullying are provided with support, counselling and strategies for dealing with bullying.
- ✓ Bullying behaviours are identified in the whole school discipline policy and at the beginning of this document.
- ✓ Students are interviewed and the incident recorded on our student monitoring software (Sentral) and plan of action implemented.

The type of bullying involved will determine the outcome of the interventions and consequences involved, including:

- Warning.
- Timeout with buddy class.
- Re-socialisation skills for students who persist in bullying behaviours.
- Letter home.
- Executive or Principal place students on appropriate discipline level including: detention, in-school suspension, suspension, etc.
- Monitoring of students involved and daily discussion/review by executive and/or principal.

Physical violence and physical bullying will be dealt with immediately as it is not tolerated at Eden Public School. We also recognise the role of the bystander as being involved and supportive of the bullying. Proactive bystanders will walk away at the start of the bullying incident or tell the bully to stop before informing the duty teacher. This is explicitly told to our students as part of our Anti-Bullying strategy to teach our students to be effective bystanders.

The school, through the Department of Education (DoE), has procedures in place to deal with incidents which involve other agencies e.g. police, DOCS, Child Well Being unit. Copies of these procedures can be found on the Department of Education website www.dec.nsw.gov.au/.

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The school's Anti Bullying Plan will be reviewed and modified annually through a process of discussion, data collection and responses from students, staff and parents. The results of these reviews will be published in the school newsletter, the *Annual School Report*, 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/

Anti-Bullying Information For

Parents http://www.schools.nsw.edu.au/media/downloads/languagesupport/anti_bullying/ab_english.pdf

Anti-bullying – how to encourage your child to be an effective bystander:

A guide for parents and

carers <https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directories/stuwelfare/studiscipline/social-inclusion/bystanderbhvr.pdf>

Cyber-bullying and the protection of students: Advice for parents and

cares <http://www.schools.nsw.edu.au/studentssupport/bullying/downloads/cyberbullying.pdf>

Bullying No Way website

www.bullyingnoway.com.au

Principal's comment

Eden 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 our commitment as a school community to preventing and responding to bullying.

Tanja Vogt

Principal

Anti-bullying Plan developed by

Tanja Vogt, Principal Eden Public School

Simon Taylor, Assistant Principal/Student Welfare

Jaimie Christensen, Relieving Assistant Principal/PBL Coordinator

Sue Lee, Assistant Principal

Andrew Wright, School Counsellor

Emma Bolton, Assistant Principal Special Education/Eden Public School P&C President

With input provided by

Teaching staff

Students

Parents

School contact information

Eden Public School

124 Imlay Street

Eden NSW 2548

Phone: 02 6496 1169

Fax: 02 6496 1383

Email: eden-p.school@det.nsw.edu.au

Web: <http://www.eden-p.schools.nsw.edu.au>

Facebook: <https://www.facebook.com/EdenPSNSW>