

Anti-bullying Plan

Nabiac Public School

Reviewed May 2017





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.

Nabiac Public 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.

Through consultation with staff, parents and students, the Nabiac Public School **Anti-bullying Plan** will be developed, implemented, evaluated and reviewed. A team has been formed including staff and community members. The draft plan was presented to parents via the Parents & Citizens (P & C) for ratification and review. The plan will be reviewed annually.

Statement of purpose

Students attend school to participate in quality education that will help them to become self-directed, lifelong learners, who can create a positive future for themselves and the wider community. Any inappropriate behaviour that gets in the way of learning at the school and interferes with the wellbeing of students cannot be accepted. Students, teachers, School Administration Support Staff (SASS), school learning support officers, parents/caregivers and members of the wider community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

Protection

Bullying behaviour is wrong, hurtful, deliberate and repeated.

Bullying

- devalues, isolates and frightens;
- affects an individual's ability to achieve;
- has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

Bullying Behaviour

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying Behaviour can be:

Verbal - mean and hurtful name calling, teasing, abuse, putdowns, sarcasm, insults, threats

Physical - hitting, punching, kicking, scratching, pinching, tripping, spitting, biting, pushing, strangling, throwing objects eg sticks, stones

Social - ignoring, excluding, ostracizing, alienating, making inappropriate, threatening or obscene gestures

Psychological - spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera, phone, digital technology and social network sites.

Prevention

- Every person has the **right to feel safe**. Any person who bullies another is denying them that right. This means we have to think

about others (not just ourselves) in the classroom and in the playground. The right to feel safe means we have a responsibility to consider how we speak and act towards others. Bullying takes away a person's sense of security. The right to feel safe means that any bullying of any kind is unacceptable.

- Every person has the **right to be treated with respect and fairness**. This means we show respect to other people and their property, in the class and in the playground. The right to receive respect and fair treatment requires from us the responsibility to show manners and courtesy towards each other.
- Every person has the **right to learn**. This means we do not adversely affect the learning of another student.

At Nabiac Public School it is **everyone's responsibility** to take the necessary steps to stop bullying behaviour. **This school will not tolerate any action that undermines a person's right to feel safe, respected and to learn.**

The Principal must:

- maintain a positive climate of respectful relationships where bullying is less likely to occur;
- develop and implement programs for bullying prevention;
- embed anti-bullying messages into each key learning area, every year;
- develop and implement early intervention support for:
 - Students who are identified by the school as being at risk of developing long term, difficulties with social relationships;
 - Students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour;
- empower the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders;

- develop and publicise clear procedures for reporting incidents of bullying at school;
- respond to reported incidents of bullying quickly and effectively;
- provide support to any student who has been affected by, engaged in or witnessed bullying behaviour;
- identify patterns of bullying behaviour and respond to such patterns;
- follow the procedure for contacting the Child Wellbeing Unit where appropriate;
- monitor, evaluate and review the effectiveness of the **Anti-bullying Plan**.

The School Staff must:

- respect and support students;
- model and promote appropriate behaviour;
- inform the parents, Assistant Principals, Principal of ongoing incidents of bullying behaviour;
- protect the student being bullied from further harm by physical intervention and reporting;
- record identified bullying incidents;
- monitor students involved in bullying over an appropriate period of time or until the behaviour ceases;
- refer students involved in ongoing bullying incidents to the Learning Support Team and School Counsellor when appropriate;
- have knowledge of, and display across the school, school and department policies relating to bullying behaviour;
- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community;
- respond promptly to incidents of bullying according to Nabiac Public School's **Anti-bullying Plan**.

Students must:

- abide by the Nabis Public School core values of Respect, Responsibility and Care and school rules ie Aussie Fair Rules;
- behave appropriately, respecting individual differences and diversity;
- behave responsibly when using technology and must not abuse, belittle or intimidate others;
- behave as responsible bystanders providing positive interaction and support to peers;
- report all incidents of bullying;
- follow the Nabis Public School **Anti-bullying Plan**.

Parents must:

- support their children to become responsible citizens and develop responsible behaviour when using technology;
- abide by the Department of Education's Behaviour Code for Students;
- assist their children to understand what bullying is and the implications and consequences of engaging in bullying behaviour.
- support their children in developing positive responses to incidents of bullying consistent with the Nabis Public 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;
- be aware of the Nabis Public School **Anti-bullying Plan**;

The school community must:

- model and promote positive relationships that respect and accept individual differences and diversity within the school community.
- work collaboratively with Nabis Public School to resolve incidents of bullying when they occur;
- support the Nabis Public School **Anti-bullying Plan** through words and actions.

Response

Strategies to empower the whole school community to recognise and respond to bullying, harassment and victimisation and behave as responsible bystanders include:

- Effective communication strategies, including the weekly newsletter;
- Bullying audit;
- School website;
- School prospectus;
- Access to the NSW anti-bullying website - antibullying.nsw.gov.au

Reporting incidents of bullying

- Incidents of bullying are reported through the playground and classroom incident reporting system and recorded on the Positive Behaviour for Learning (PBL) database.
- All teachers and executive are responsible for investigating and following up bullying incidents as soon as possible.
- Parents and caregivers can report incidents of bullying through verbal or written communication with the school at all levels.
- The school's student discipline policy and student wellbeing policy will be implemented.
- Parents of children who are victims of significant repeated bullying behaviour and parents of children who display bullying behaviour will be contacted. School counsellor will be involved if necessary.

To identify patterns of bullying behaviours the behaviour incident records will be monitored on a regular basis by members of the PBL team. Any identified patterns will be referred to class teacher who will investigate and respond appropriately including informing parents and the stage supervisor if necessary.

Interventions for children affected by, engaged in or who have witnessed bullying behaviour may include:

- mediation facilitated through Talk and Sort, by the class teacher, executive or Principal;
- discussion with colleagues at Stage level;

- referral to Learning Support Team;
- referral to the school counsellor;
- behaviour management plan;
- counselling and mentoring;
- organised support through outside agencies;
- student Discipline and Student Wellbeing policies including suspension and expulsion procedures;
- parents and teachers informed of serious incidents that affect the wellbeing of students.

Serious threats assaults intimidation or harassment will be reported to the local police and or the School Safety and Response Hotline by the Principal 1300 363 778

Issues regarding the wellbeing of children need to be brought to the attention of the Principal. The Mandatory Reporter Guide will then be applied. Following completion of the guide contact:

- Child Wellbeing Unit 9269400, or,
- when there is significant risk of harm contact Child Protection Hotline 132 111

Parents and teachers can approach the Principal to make formal complaints. In these cases the Complaints Handling Policy will be implemented.

The school will report on the effectiveness of the **Anti-bullying Plan** through the Annual School Reporting process.

The **Anti-bullying Plan** will be reviewed annually.

Additional Information

Forster Police 6555 1299
 Police Youth Liaison Officer (Senior Constable Dave Russell) 6552 0345
 Kids Helpline 1800 551 800

Principal's comment

Nabiac Public School is a caring and supportive school which respects individuals. Nabiac Public School rejects all forms of bullying. No student, staff member, parent/caregiver or community member should experience bullying within the learning or working environment of the school.

It is important that students, staff, parents and community members understand the implications of bullying and respond appropriately.

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School contact information

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