



Education &
Communities

Anti-bullying Plan

Adelong 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.

Regular review of the plan is undertaken by the school's Positive Behaviour for Learning (PBL) Team, Learning and Support and the School Executive. These teams regularly analyze bullying incident data to inform prevention, intervention and response strategies. Community comments will be evaluated and the anti-bullying plan will be amended as appropriate

Statement of purpose

At Adelong Public School we promote positive relationships that respect and accept individual differences and diversity within the whole school community. The school actively works together with the community to foster a safe, supportive learning/working environment where bullying is not tolerated.

Positive relationships are also promoted and maintained through effective classroom and playground behaviour management programs and initiatives. As part of Student Wellbeing Program, our Anti-Bullying Plan aims to deal effectively with and prevent incidences of bullying through the provision of positive prevention strategies, support for reporting and managing all forms of interactions that are not acceptable in the school environment. Through these measures we aim to achieve:

- an increase in the number of students who report bullying behaviour
- a reduction in the number of incidents involving bullying behaviour
- better performance in school work

Protection

Bullying is repeatedly hurting another person who is less powerful either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

1. **Physical.** Including hitting, punching, shoving, pinching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.
2. **Verbal.** Name-calling, making offensive remarks, taunting, teasing, put-downs.
3. **Indirect Social/Psychological.** Spreading rumours, gossiping about or embarrassing someone, making fun of someone, using threatening looks or gestures, excluding or threatening to exclude from groups, ignoring, ostracising or alienating.
4. **Cyber (Online Bullying).** Verbal and indirect social/psychological bullying through the use of technology such as emails, blogs, websites, mobile phones, etc., including:
 - the sending of abusive texts or emails
 - taking and sharing unflattering or private images of others
 - posting unkind messages or inappropriate images on social networking sites
 - assuming the identity of the victim online and representing them in a negative manner or manner that may damage their relationship with others
 - repeatedly, and for no strategic reason, attacking players in online gaming

Bullying behaviour typically contains seven elements.

1. An initial desire to hurt.
2. Bullying desire is acted out and some form of bullying is perpetrated.
3. This action is hurtful.
4. There is an imbalance of power; the bullying behaviour is stronger and more powerful than the victim's behaviour, either physically or psychologically.
5. There is no justification for the action; that is, the victim has done nothing to deserve such treatment.
6. It is persistent and repeated.
7. The person bullying derives enjoyment from hurting the victim.

All staff are responsible for:

- modelling appropriate behaviours at all times
- teaching students skills and strategies to deal with bullying as per the strategies outlined in this plan
- provide curriculum that supports students to develop an understanding of bullying and its impact
- dealing with all reported and observed incidences of bullying as set out in this plan and the school's discipline policy
- ensuring that students are supervised at all times
- reporting incidences of bullying to the Principal consistent with school welfare reporting procedures
- creating a culture where it is acceptable and encouraged to report incidents

All students are responsible for:

- being assertive – tell the “bully” they don't like the behaviour, how it makes them feel and that how they must tell a teacher about it if the person continues
- telling a teacher or Principal if the perpetrator/s continues
- reporting if they are being bullied, or if they see someone else being bullied, both at school or on the way to and from school
- reporting any cyber-bullying to their teacher or Principal (do not delete any emails)
- asking to see the Principal directly to report incidences of bullying if the teacher is busy with other playground issues, or if they would prefer to do so
- help someone who is being bullied
- don't bully others

All parents/caregivers are responsible for:

- watching for signs their child may be being bullied
- speaking with someone on the staff at Adelong Public School if they suspect their child is being bullied
- support their children to become responsible citizens and to develop responsible on-line behaviour. As a parent model appropriate on-line behaviour

Prevention

Through implementation of the school rules and expectations, the school will establish and maintain a positive climate of respectful relationships where bullying is less likely to occur. This includes:

- explicit teaching and modelling of positive behaviours that reflect school expectations and Core Rules
- treat one another with dignity and respect
- establish and maintain supportive and protective Student Welfare Programs including: Student Leadership, Positive Behaviour in Learning (PBL) initiatives and “You Can Do It” with its core purpose in developing young people’s social and emotional capabilities
- teaching “High Five” strategies to build student’s social skills and resilience
- frequent recognition of students practising respectful and responsible behaviours through the *Caught You Being Good* program
- explicit teaching to empower students; for example, if you’re being bullied....

Do the “High Five”

1. **Ignore**
2. **Talk friendly** ... use neutral language
3. **Walk away**
4. **Talk firmly** ... respectfully tell them to stop
5. **Report**

Early Intervention

Some students are identified as being at risk of bullying or developing long-term difficulties with social relationships. Some students are also identified as using bullying behaviour. Support for these students will be provided through:

- referral to Learning Support
- using social skills programs
- using social stories and role play situations
- developing a plan of action on how to cope with situations
- finding things the student’s are good at and celebrating the success
- promoting leadership within the school amongst the students
- using peer and playground buddies as peer mediators

Signs that your child may be being bullied:

- Dislike and avoidance of school
- Decline in academic performance and social interaction
- Gets into trouble more often at school
- Wants to be taken to school even though it is close
- Takes the long way home or walks instead of catching the bus
- Possessions are damaged or missing
- Becoming withdrawn, appearing depressed or anxious, having mood swings, crying for no apparent reason

- Unable to explain bruises or scratches
- Complains of feeling unwell though parents report no specific illness
- Asks for, or steals, extra money
- Increased social exclusion and peer rejection
- Having less to do with friends
- Has bad dreams
- Sleeps badly
- Wets the bed
- Uses put-down language when speaking about others

Signs that your child may be bullying others:

- Aggressive behaviour – both inside and outside the home (teasing, threatening, hurting others)
- Difficult to manage
- Oversensitive – feels that everyone is out to get him/her
- Unhappiness
- Loses temper often
- Quietness or depression
- Decline in academic performance
- Disturbing stories about the child – from other students, their friends or other adults

- Sensing that other parents (whose children have contact with your child) are avoiding you, or hinting at things you don't know

Response

Incidents of bullying can be reported immediately to any staff member, principal or executive by students and/or their parents. Any bullying incidents will be investigated and recorded by the principal. Consequences for the perpetrators of substantiated bullying will be imposed as outlined in the School's Discipline Policy.

Role of the Teacher

Children involved, speak with staff or the Principal about the incident. If clearly substantiated, and depending on the nature/severity of the incident, consequences will be determined in line with the Adelong Public School Discipline Policy.

Reporting Incidents of Cyberbullying

If students are being harassed online, they are encouraged to take the following actions immediately:

- Tell a trusted adult; a teacher, parent(s), older sibling, grandparent – someone who can help you do something about it
- Leave the area and/or stop the activity
- Block user messages if you are being harassed through email/instant messaging
- Never reply to harassing messages
- Keep a record. Save any harassing messages
- Advise your Internet Service Provider (ISP) or phone company. Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of

harassment over their networks, or help you track down the appropriate agency to report to.

- Report incidents to police if bullying includes physical threats. Tell the police. Some people believe they can get away with serious threats because it is anonymous. They are wrong. Most can be traced and it is a criminal offence to use a mobile phone or any form of communication to menace, harass or offend another person.

Additional Information

Additional information, resources and support relating to effective anti-bullying strategies can be found at:

- NSW Anti-bullying Website <https://antibullying.nsw.gov.au/>
- Kids Help Line <http://kidshelp.com.au>
- Bullying. No way! <http://www.bullyingnoway.com.au>
- Reach Out! <http://www.reachout.com.au>

Principal's comment

At Adelong Public School, the school and community work together to ensure that all students are treated fairly and equitably; are supported and respected and are educated in an environment where differences are valued and celebrated. The school actively seeks to ensure all students receive an education that caters to their individual learning needs in a supportive and safe environment. The views, values and beliefs of parents, caregivers, teachers and students are reflected in this policy.

Peter A. Pilgrim
Principal

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