



Education &
Communities

Anti-bullying Plan

School Name Binda 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.

Binda 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.

Statement of purpose

Students attend school to participate in a high quality and inclusive education that is free from any form of prejudice. We value respect and kindness to others in a safe and supportive environment and our school strives to enrich the social, emotional and physical wellbeing and development of students in our care.

Any inappropriate behaviour that gets in the way of teaching and learning at school and interferes with the wellbeing of students, cannot be accepted.

Students, teachers, parents, caregivers and members of the school community can expect:

- That students will be safe at school, free from bullying, harassment, intimidation and victimization
- To be involved in the collaborative development of the school Anti-bullying Plan
- To know what is expected of them and others in relation to the Anti-Bullying Plan
- That all students will be provided with appropriate support when bullying occurs.

Students, staff, parents, caregivers and members of the wider Binalong Public School community have a shared responsibility to:

- Promote positive relationships that respect and accept individual differences and diversity within the whole school community
- Actively work together to resolve incidents of bullying behaviours when they occur.

Each group within the school community has a specific role in preventing and dealing with bullying.

❖ Students have a responsibility to:

- Behave appropriately, respecting individual differences and diversity
- Follow the school rules and code of behaviour
- Respond to incidents of bullying according to the school anti-bullying policy
- Understand how bystanders can positively impact on incidents of bullying and respond accordingly

❖ Parents and carers have a responsibility to:

- Support their children in all aspects of their learning
- Be aware of the school anti-bullying policy and assist their children in understanding bullying behaviour
- Assist their children in developing effective responses to incidents of bullying consistent with the school Anti-Bullying Policy and Student Wellbeing Policy
- Support their children to deal effectively with bullying through the strategies of the Anti-Bullying Policy and Student Wellbeing Policy
- Notify the school when incidents of bullying are suspected.

❖ The school has a responsibility to:

- Create an atmosphere where students care for, and are interested in, each other and emphasise that bullying and/or harassment will not be tolerated
- Develop an anti-bullying policy that clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- Inform students, parents, carers and the community about the school discipline policy and the anti-bullying policy
- Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- Provide parents, carers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- Follow up complaints of bullying, harassment and intimidation

❖ Staff have a responsibility to:

- Respect and support students in all aspects of their learning
- Model appropriate and respectful behaviour to others
- Respond in an appropriate and timely manner to incidents of bullying according to the school Anti-Bullying Policy and Student Wellbeing Policy

Protection

At Binda Public School we value respect and show acceptance of others in a safe and supportive environment. We foster positive relationships through strong welfare programs and systems. As part of our school's Student Wellbeing Framework, our Anti-bullying Plan aims to deal effectively with, and prevent incidences of, bullying.

Bullying is not acceptable in any form. Students and staff have the right to expect that they will be safe at school and spend each day free from the fear of bullying, harassment and intimidation. Teachers, staff, students, parents, carers and members of the wider community have a responsibility to work together to address bullying.

Definition:

Bullying is **repeated** verbal, physical social or psychological behaviour that is harmful and involves the misuse of power by an individual or groups 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.

Technology, including the internet and mobile phones, can also be used as instruments for bullying. This is known as Cyberbullying. Cyberbullying involves

being cruel to others by sending or posting harmful material or engaging in other forms of social aggression using the internet or other digital technologies.

Forms of Cyberbullying include:

- Flaming: Online fights using electronic messages with angry or vulgar messages
- Harassment: Repeatedly sending nasty, mean and insulting messages
- Denigration: Posting or sending gossip or rumours about a person to damage his/her reputation or friendships
- Outing: Sharing someone's secrets or embarrassing information or images online
- Exclusion: Intentionally and cruelly excluding someone from an online group
- Cyberstalking: Repeated, intense harassment and denigration that includes threats or creates significant fear.

At Binda Public School we aim to foster a culture of inclusivity and the acceptance and celebration of diversity. As a school community we have a collective responsibility to nurture harmonious relationships between students, staff, families and the broader local and global community.

As a school community, students, parents, caregivers and teachers have a shared responsibility in preventing and responding to bullying behaviour.

Prevention

Parents are usually the first people to identify that a problem exists.

Every child and individual responds to situations uniquely. Parents and families are often the first people to recognise that their child may be experiencing difficulties as a result of bullying.

At Binda Public School, we aim to work in partnership with families to address concerns of bullying in a timely and effective approach. We encourage students in the first instance to report any concerns that they have for themselves or any other student in our school.

Signs of Bullying

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
- Complaints 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
- Gets angry with brothers or sisters
- Uses put-down language when speaking about others
- Increased negative self-perception

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 contact with your child, are avoiding you, or hinting at things you don't know

Prevention

It is important that the school community address the underlying causes of bullying relating to school organisational issues, learning and teaching issues and relationship issues.

Preventative Strategies:

- Education and promotion of the school's Anti- Bullying Policy.

- Use of Restorative Practices
- Student Welfare programs including the school's Core Values
- Productive and respectful relationships established between all members of the school community.
- Classroom rules, routines and processes negotiated and applied consistently.
- Adequate supervision of students during breaks on playground and classrooms
- Active intervention when bullying occurs.

Strategies to deal with bullying:

- Reported cases can be dealt with in several ways. It is recognised, however, that each case is different and may require an individual, case-by-case approach. In all cases it is important to ensure:
 - That victims are believed and made safe
 - That the principles of natural justice and due process are followed in regard to students reported for bullying
- Restorative Practices
- School Counsellor intervention.
- Monitored by the whole school team
- Incidences kept on the Sentral database
- Parents and school staff work together

Strategies for Students on How to Deal with Bullying Behaviours

- Stay in sight of peers and adults
- Try to stay calm. Walk away without looking back
- Try to show you are not upset. Practise this;
 - look at the person. Try to speak in a strong voice. Say something like; You might think that, but I don't' or 'why are you doing this?'
 - Throw arms in the air and say "Go away"! in a loud voice
 - Use an 'I' message. Express your feelings in an assertive way e.g. 'I want you to stop' or 'I don't like it'
 - Go to a safe place e.g. with other children, near a teacher
 - Talk to someone who can help you (like a teacher). Tell them what has happened, how you feel and what they can do to help. This is not dobbing!
 - Use humour if appropriate

- Never keep bullying a secret
- If in playground seek the help of another student or a staff member

Students also learn strategies to identify and manage behaviour that is inappropriate through curriculum programs. Teachers support this through the implementation of Restorative Practices and encourage students to develop empathy and resilience to help manage conflict situations.

Students develop social skills and strategies through participation in values education and programs such as Life Education. When necessary targeted programs such as *Bullying: NO Way!* are implemented in the curriculum.

Early Intervention

Strategies to manage bullying:

Students learn strategies through teaching and learning programs to manage bullying and communicate ways to prevent bullying from occurring. These include:

- Statements or scripts such as, “Stop, I don’t like it”
- Abide by the school’s Code of Behaviour at all times
- Report any form of bullying to teachers immediately
- Implement strategies learnt in class to prevent bullying

Staff are active in supervision in the playground and classroom to ensure that they take a proactive approach to bullying issues. Staff also:

- Apply and promote restorative practices between the bully and the victim
- Listen to concerns
- Implement the Student Wellbeing Policy for dealing with inappropriate behaviour
- Encourage students to report to teachers in a timely manner so that issues can be dealt with quickly and effectively

- Continually monitor and review incident data and school policy to ensure that they are reflective of current issues
- Provide ongoing and regular communication between all stakeholders where required.

Parents and caregivers are encouraged to support student wellbeing by:

- Maintaining effective communication with staff
- Supporting children in developing positive response to incidents of bullying consistent with the school’s Anti-Bullying Plan
- Reporting any incidents or concerns to the school
- Working proactively with the school to address any bullying concerns or incidents
- Avoiding trying to resolve issues outside of school as this can often inflame the situation.

Procedures for Dealing with Bullying Behaviour

- All students have the right to be heard and listened to.
- Class teacher deals with smaller issues in the classroom in line with school Student Wellbeing Framework and class rules
- Teacher on playground duty deals with smaller issues in the playground – if more serious in nature the duty teacher informs the Principal who then deals with the bullying
- Have discussions with the students involved – take appropriate action
- Parents and class teacher work with student to look at underlying problems and seek solutions
- Principal and staff work with parents and individuals to identify bullying behaviours where necessary
- School Counsellor and Learning Support Team and Department of Education and Communities Student Welfare Officers involved in individual programs if required
- Serious bullying incidents are recorded and consequences are in line with the School’s Discipline Procedures

- Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope
- Students with identified bullying behaviour will take responsibility for their actions.
- Teachers and their stage supervisors should organize meetings with parents if they're concerned about bullying amongst students
- Principal deals with major bullying incidents and may need to implement the DEC Suspension and Expulsion of Student Procedures.

Procedures for Dealing with Cyber bullying

The school reserves the right to determine whether incidents of cyber bullying relate to the responsibility of the school.

If determined the school has a role to play we will:

- Ensure each student is safe and arrange support, including the involvement of student wellbeing
- Support from staff should be provided on an ongoing basis with the agreement of the student and parent to assist the student to work through the effects of the cyber bullying and to help them develop and implement effective coping strategies
- Student's parents contacted to alert them to the issue, and ongoing concerns regarding the welfare of the student, and discuss the issue and how best to deal with it
- Reassure the student that the school is taking the incident seriously and that the reported bullying will be acted on
- Gather basic facts about the suspected cyber bullying and, if possible, identify the students involved
- Implement appropriate responses to address the bullying using evidence-based responses such as restorative justice approaches to conflict resolution.
- Provide the following strategies to the student and parent to assist with managing the issue in the future
- Don't respond to any further messages/postings from the bully and, if possible, block further correspondence from them (block their mobile number or email address).
- Report any further correspondence from the bully to the parent and an agreed school contact

- Keep evidence of any bullying to assist with tracking down the bully and potentially reporting the matter to police (screen captures, bully's screen name, text and images).
- Report any concerns to the administrator of the service used, including the mobile phone provider (if SMS is involved), website administrator (if social networking or chat services are involved), or internet service provider, as most have measures to assist with tracking and blocking the bully. Some block the bully's access to their services entirely as bullying is often a breach of website terms of use.

If the student is distressed by the bullying, ensure they are provided with options for psychological support including school counselling and the DET Wellbeing Unit

The school will follow its established approach to incidents of bullying as outlined in the school Anti-bullying Policy.

- Principal and will enhance playground safety and wellbeing through the development of Playground Supervision Guidelines and “Hands Off” policy, including an anti-bullying clause into class rules and

Response

As a part of our school’s Student Wellbeing Framework, we use the process of Restorative Practice for playground and classroom management and this is becoming established within our school’s culture.

Procedures for Reporting Bullying

- Students are to report all incidents of bullying to a teacher immediately
- Parents with concerns about bullying should contact the school immediately
- All bullying incidents are to be reported, taken seriously and dealt with by teachers and Principal (depending on the severity). These issues will be dealt with immediately or as soon as practically possible.
- Teachers will contact the parents of the student being bullied and the student doing the bullying immediately it is discovered. All staff to be informed so they can monitor students in the playground.
- Students will be supported by the School Counsellor if upset by being bullied or experiencing ongoing bullying of a peer.
- In the case of Cyber-bullying, the police may need to be contacted.

Additional Information

Kids Helpline 1800 55 1800

<https://education.nsw.gov.au/policy-library/policies/bullying-preventing-and-responding-to-student-bullying-in-schools-policy>

<http://www.schoolatoz.nsw.edu.au/wellbeing/behaviour/bullying-advice-for-parents1>

<https://bullyingnoway.gov.au/>

<https://esafety.gov.au/>

<https://education.nsw.gov.au/policy-library/policies/complaints-handling-policy>

Principal’s comment

This Anti-Bullying plan was developed in consultation with school staff and the school community including students and parents/families in response to current learning and wellbeing frameworks and guidelines.

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