

Anti-bullying Plan

Stockton 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 and Communities.

The Staff and Community (through P & C) of Stockton Public School have reviewed the school's current Anti-bullying plan and made adjustments where necessary. The revised policy will be distributed to families.

Statement of purpose

The aim of this policy is to ensure that staff, parents and students at Stockton Public School work together to create a safe, caring, orderly and productive learning community that supports the rights of all students to learn and all teachers to teach. All stakeholders have the right to feel safe when at the school.

Protection

Bullying is defined as repeatedly hurting another person who is less powerful – either physically or psychologically. Its aim is to control others through an imbalance of power.

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.

Conflict or fights between equals or single incidents are not defined as bullying.

School Anti-bullying Plan – NSW Department of Education and Communities

Different Types of Bullying may be:

Physical:

- Hitting/punching
- Pushing/shoving
- Kicking
- Throwing objects
- Taking other's belongings/stealing from others
- Damaging others belongings
- Spitting at others
- Intimidation-making someone do something they don't want to do

Verbal:

- Threatening
- Name calling/teasing
- Swearing at others
- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics or cultural backgrounds.

Indirect:

- Spreading rumours
- Excluding others
- Writing notes
- Choosing not to tell if you see another person being bullied

Cyber Bullying:

- Sending of abusive texts or emails
- Taking and sharing unflattering or private images
- Posting unkind messages or inappropriate images on social networking sites
- Excluding individuals from online chats or other communication
- 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 reasons attacking players in online gaming
- Stealing passwords
- Blogs
- Web sites

Staff's Responsibilities

- To model appropriate behaviour at all times
- Encourage the development of resilience skills in students
- To monitor and track incidences of bullying and respond in an appropriate and timely manner according to the Anti-Bullying Policy
- To communicate any bullying behaviour to their stage supervisor

- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidences with parents when needed

Parents' Responsibilities

- To be aware of and support the school's Anti-Bullying Policy
- To take an active role in their child's school life and watch for signs that their child may be being bullied
- To encourage their child to adopt learnt strategies to deal with bullying
- To instruct their child to 'tell' if they are bullied
- To inform the school if any bullying is suspected

Students' Responsibilities

- To behave appropriately at all times
- To show consideration and respect and to support others
- To 'tell' if they are being bullied or if they see someone being bullied – both at school and on the way to and from school

Prevention

At Stockton Public School, strategies are in place to effectively teach the skills and understandings that will lead to eliminating bullying behaviours.

These strategies are:

- reinforced consistently through school practices that promote respectful relationships.
- class expectations (linked to PBL) negotiated each year with teacher and students
- regular classroom discussion on bullying incidents (as pertinent to class or specific bullying incidents)
- anti-bullying lessons taught through the relationships theme of the Interpersonal Relationships strand in the Personal Development, Health and Physical Education Syllabus.
- PBL lessons develop understanding of what constitutes bullying and strategies to deal with bullying.

These strategies will:

- empower the whole school community to recognize and respond appropriately to bullying and harassment; and
- contribute to the general health and wellbeing of all students.

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

Early Intervention

Students that have been identified as being at risk of developing long - term difficulties with social relationships and those students who are identified as having previously experienced bullying or engaged in bullying behaviour, will be monitored and if necessary referred to the Learning Support Team.

Response

Incidences of bullying can be reported immediately to any teacher or the Principal by students and their parents. Any bullying incidences reported will be investigated and recorded on Sentral.

Consequences for the perpetrators of clearly substantiated bullying behaviour will also be imposed as outlined in the school's discipline procedures and if necessary, Department of Education Suspension Procedures.

Responding to Reported Incidences of Bullying

When a bullying incident is reported or observed the following procedures will apply:

- Children involved speak with Assistant Principal/Principal about the incident.
- Victim(s), then bully(ies) interviewed informally.
- If clearly substantiated, bullies advised that if no further occurrence no further action will be taken. (Warning)
- Inform other staff of the incident.
- Monitor the behaviour of the children involved.
- If bullying behaviour continues, parents of all involved are notified and consequence as determined through behaviour flow chart. (Reflection Room)
- If bullying continues, parents are again notified, a suspension warning is issued and the situation continues to be monitored.
- If bullying continues parents of students are notified, bully(ies) are suspended by Principal (number of days determined by Departmental guidelines).
- If it is noted that a student is repeatedly perpetrating bullying behaviours, a behaviour management plan will be developed for him/her in consultation with his/her parents to hopefully modify behaviour and reduce risk to other students.
- In the case of cyber-bullying initiated through school accounts, the student may have their DoE account blocked for a period determined by the

Principal- subsequent consequences for this behaviour determined in line with the school's discipline procedures.

- Both victims and bullies will be offered counselling if necessary.

Communicating Bullying Plan and Procedures

It is important that the whole school community is reminded of the school's Anti-Bullying Policy annually. Staff will continually review data of bullying incidents at Learning Support Team meetings.

Details of the school's Anti-Bullying plan will be available on the school website: www.stockton-p.schools.nsw.edu.au

This will be advertised in the school newsletter and at a P&C meeting.

The effectiveness of the Anti-Bullying plan will be reported on annually as part or student welfare programs in the Annual school report.

Professional learning regarding these procedures needs to be done every two years or when there is a significant change in staff in any one year. At this time an evaluation of the Anti-Bullying Plan will take place. At these times it may be necessary to survey the students, staff and parents to see how widespread the bullying is at our school.

Additional Information

Police Liaison Officer – Waratah Police – Senior Constable Darren Fleming

Kids Helpline <http://www.kidshelp.com.au/> 1800 551800

Bullying. No way! - www.bullyingnoway.com.au

Principal's comment

School Anti-bullying Plan – NSW Department of Education and Communities

Stockton Public School takes bullying very seriously. This plan clearly outlines our expectations regarding student behavior and the ways that incidents of bullying will be dealt with and the support that will be offered to both the bully and the victim.

This anti-bullying plan has been developed in consultation with staff and community members.

Plan Development Team

Tracey Frazer – Principal

Pauline Smith – Assistant principal

Stacey Frazer – Relieving Assistant Principal

Samantha Schultz – Teacher

Michelle France – P & C President

Stockton Public School Captains & Prefects

The policy will be reviewed by the Staff, students & Community of Stockton Public School in September 2018.

School contact information

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