



Education &
Communities

Anti-bullying Plan

BERINBA 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.

Bullying in Schools Policy of the New South Wales Department of Education and Communities.

The Berinba Public School's response to the Departments policy was created with the support of executive staff under the leadership of our Business Manager. Consultation drafts have been shared with members of the school P&C and school staff for comment. The document will be reviewed annually by executive staff, teachers and the P&C.

Statement of purpose

At Berinba Public School we believe that all students have the right to learn in a safe and happy environment. We value Respect, Responsibility, Safety and Learning and strive towards an environment where these values are ingrained into each and every member of our school community.

At Berinba Public School we work together to foster an environment in which students show tolerance, participate in positive relationships, co-operate and develop resilience strategies

Our School Anti-Bullying Plan

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*

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

Protection

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

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

- that students will be safe at school, free from fear of bullying, harassment and intimidation
- to know what is expected of them and others in relation to the Anti-bullying Plan
- that the school welfare policy will address bullying behaviours and support students at risk.

Students, teachers, parents, caregivers and members of the wider school community have a 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.

Bullying takes many forms including psychological, emotional, cyber, social or physical harassment of one student by another at school or within the school community.

Examples of intentional, repeated behaviours associated with Bullying:

- Any form of physical violence such as hitting, pushing, or spitting on others
- Interfering with another's property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Posting or sending harmful images or text via the internet or other digital communication tools
- Using "put-downs" belittling others' abilities and achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another's culture, religious or social background
- Hurtfully excluding others from a group
- Ridiculing another's appearance
- Forcing others to act against their will.

Behaviour which interferes with the opportunity for students to maximise their educational outcomes, physical development and social skills will not be tolerated at Berinba Public School. Respectful, caring behaviour is expected from all students and is praised and rewarded.

The creation of a safe and happy environment, free from all forms of bullying is the responsibility of all staff, students, parents and the wider school community.

Students will understand the behaviours expected of them in our school, and will be made aware of the consequences of not meeting these requirements.

Prevention

Berinba Public School will recognise and respond appropriately to bullying and harassment and contribute to the health and wellbeing of all our students.

We will ensure that we have a safe and supportive school by creating teaching and learning experiences that promote positive peer relations, social skills and resiliency. This can be done within the existing curriculum within daily lessons.

All members of the Berinba School community must play their part in preventing bullying.

Members of staff will:

- Be role models in action and speech
- Be alert to the possibility of bullying
- Promote a safe and happy playground environment by being active in their supervision
- Be proactive in their response to bullying by removing the victim from the situation and reporting incidents to appropriate members as outlined in the procedures, including parents where necessary.

Students can expect to;

- Know that their concerns will be responded to by school staff
- Be provided with appropriate support (for both the subjects of and those responsible for the behaviour)
- Take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

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 behavior. These are some ways we will deal with this:

- Referral to Learning Support Team
- Using social skills programs such as Bounce Back
- Using Social stories and role play situations
- Develop a plan of action on how to cope with situations
- Find things the students are good at and celebrate the successes
- Promote leadership within the school amongst the students
- Using Peer

Response

Students should:

1. Tell a teacher immediately. This may be the Class Teacher, the teacher on playground duty, the Assistant Principals or the Principal.
2. Follow the processes that will be supported by the school staff. It is contained within the school's welfare and discipline policy.
3. Co-operate with the immediate and ongoing resolution and

Prevention strategies.

Staff:

If a student reports bullying, or staff witness bullying incidents, it is suggested that:

1. Staff should listen and acknowledge the seriousness of the report, no matter how trivial it may appear at first
2. Staff discuss the incident with the bully/ bullies and where relevant, respond according to the school's discipline policy
3. Contact parents of both parties and record incident on Sentral
4. Inform the grade supervisor who will, in conjunction with a member of the Senior Executive, provide ongoing support to the victim.

Parents:

1. If your child reports that they are being bullied at school, encourage them to follow the procedures above.
2. When the school's attempts to deal with reported bullying and victimization do not appear to be working, your assistance may well be sought. In cases of a really serious nature you will automatically be involved.

Whole School:

1. The bullying policy and the discipline policy are discussed at least annually in each class by students and teachers
2. School assemblies are used to discuss the school's policies and to re-enforce good and appropriate behaviours
3. Resources and programs relevant to happy and safe schools are integrated into teaching and welfare programs in the school
4. Data is collected to inform the school on the success of the policy
5. Time and resources are allocated to strategies that assist the identification, the remediation and elimination of issues of bullying.

Additional Information

Useful websites:

DEC:

<https://detwww.det.nsw.edu.au/lists/directoratesaz/stuwelfare/studiscipline/index.htm>

Mindmatters: <http://www.mindmatters.edu.au/>

Kidsmatter: www.kidsmatter.edu.au/

Cybersmart: www.cybersmart.gov.au/

National Coalition Against Bullying: www.ncab.org.au/

Bullying. No Way!: www.bullyingnoway.gov.au

Principal's comment

This plan was developed to ensure the emotional and physical safety of students. The plan's development was led by our Business manager and included members of the school executive with consultation with staff and community members through the P&C.

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