

Anti-bullying Plan

Canterbury South Public School



Anti-bullying Plan





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.

Canterbury South Public School Anti-bullying Plan

This plan outlines the processes for taking reasonable steps to prevent and respond 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.

Canterbury South Public school is an inclusive environment, where diversity is affirmed and individual differences are respected. Quality education is provided for students to meet their learning needs in a secure, caring and supportive school environment. Partnership with students, parents, staff and the wider community is considered central to the success of addressing bullying when it occurs in our school community.

Statement of purpose

Bullying must be taken seriously and is not acceptable in any form. Students and teachers have the right to expect that they will spend the school day free from bullying, harassment and intimidation. Any inappropriate behaviour that interferes with teaching and learning at the school and the wellbeing of students will not be tolerated.

Protection

Bullying impacts on the wellbeing of individuals and can negatively affect one's self-esteem and self-worth. It is intentional, ongoing behaviour by an individual or group that causes upset, distress, hurt or an intense sense of fear. Bullying involves intentional and willful misuse of power in relationships. Bullying often seems to involve direct or indirect harassment, humiliation, violent or physical domination and/ or intimidation of others.

Canterbury South Public School and its community do not accept or condone bullying behaviour in any form. When the school does become aware of such behaviours, action will be taken in line with the DoE and school Anti-bullying policies, and the school Student Discipline Policy

Students, their parents and caregivers are encouraged to be proactive in dealing with bullying so that appropriate support can be provided to those students involved in any incident.

Our school has developed a range of strategies to assist students in understanding what is required of them to be safe, respectful learners. Teachers maintain systems for rewarding and praising positive behaviour. Teaching programs include PBL lessons which address behaviour expectations for both inside and outside the classroom. In addition to this, Peer Support programs supplement appropriate behaviours in all settings. Exemplary student behaviour is recognised through the distribution of Canterbury Kites and High Achiever awards in class, as well as Merit Awards presented at fortnightly assemblies and published in the school newsletter.

Some examples of bullying might include repeated examples of:

VERBAL	PHYSICAL	SOCIAL	EMOTIONAL
* name calling	* hitting	* rude gestures	* spreading rumours
* teasing	* punching	* ignoring	* inappropriate SMS
* threats	* tripping	* excluding	* inappropriate emails
* insults	* kicking		* menacing dirty looks

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. All members of the Canterbury South school community contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

The Complaints Handling Policy establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed and it is required that it be used in all learning and working environments of the Department of Education. Reasonable disciplinary action conducted in a reasonable manner does not constitute bullying.

The Complaints Handling Policy can be accessed at the following link: <https://education.nsw.gov.au/policy-library/policies/complaints-handling-policy>

Responsibilities and Delegations

Principals

Principals will take reasonable steps to see that the school implements an Anti-bullying Plan that includes:

- clear expectations of desirable school relationships and appropriate behaviour
- using data to inform decision making
- having high expectations of students, both academically and socially
- collaborating with school community members to implement immediate and fair consequences for both appropriate and inappropriate behaviour
- providing support for students so they can develop positive relationships and manage conflict

- regular monitoring and review of anti-bullying approaches and strategies
- promptly following up when bullying behaviour does occur.

School Staff

School staff have a responsibility to:

- respect and support students
- model and promote appropriate behaviour
- have a reasonable 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

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

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.

Implementation Strategies

Canterbury South Public School will adopt a four phase approach to bullying.

Phase 1

- * At the beginning of Term 1 each year, staff will revisit and revise the school's Student Welfare and Anti-bullying policy.

- * Community awareness relating to bullying and the school's Anti-bullying Plan through newsletters, the school's website, and the school's app.

Phase 2

- * Classroom teachers and Principal regularly remind students and staff to report incidents of bullying

- * Encourage parents to contact the school if they become aware of a bullying problem

- * Recognise and reward students for positive behaviour and resolution of problems.

Phase 3

- * Once identified, within a reasonable timeframe, each bully, victim and witness will be spoken to and incidents or allegations of serious bullying will be fully investigated and documented

- * The perpetrator, identified by others, will be informed of allegations within a reasonable timeframe

- * Where applicable, both bullies and victims will be offered support

- * If student bullying persists, parents will be contacted and consequences implemented, consistent with the DoE Code of Conduct

Phase 4

- * Consequences for students may involve:

- warning
- exclusion from class
- exclusion from playground
- withdrawal of privileges
- individual behaviour program
- ongoing support from appropriate agency for both bully and victim
- school suspension/expulsion

Incidents relating to bullying will be recorded on Sentral. Actions taken to address the incidents will also be noted on Sentral. A review of bullying incidents will usually occur during fortnightly administration meetings as well as weekly executive meetings

Prevention

Strategies to reinforce positive behaviour could include:

- * regular positive reinforcement in classrooms, playground and assemblies
- * create positive environments
- * classroom based rewards system
- * PBL and Anti-Bullying programs
- * child protection program
- * developing positive student leadership roles

Response

School is notified of an alleged serious bullying incident.

Investigation

- Clarify what happened, giving all students involved an opportunity to describe and explain their behaviours
- School will take reasonable steps to investigate
- If behaviour was bullying then the school's Anti-bullying policy will be followed.
- Victim - development of strategies to build self-esteem and resilience
 - Student who bullied - recognition of consequences of behaviour, support in changing behaviour.

Parents contacted if deemed necessary

On-going monitoring

Strategies

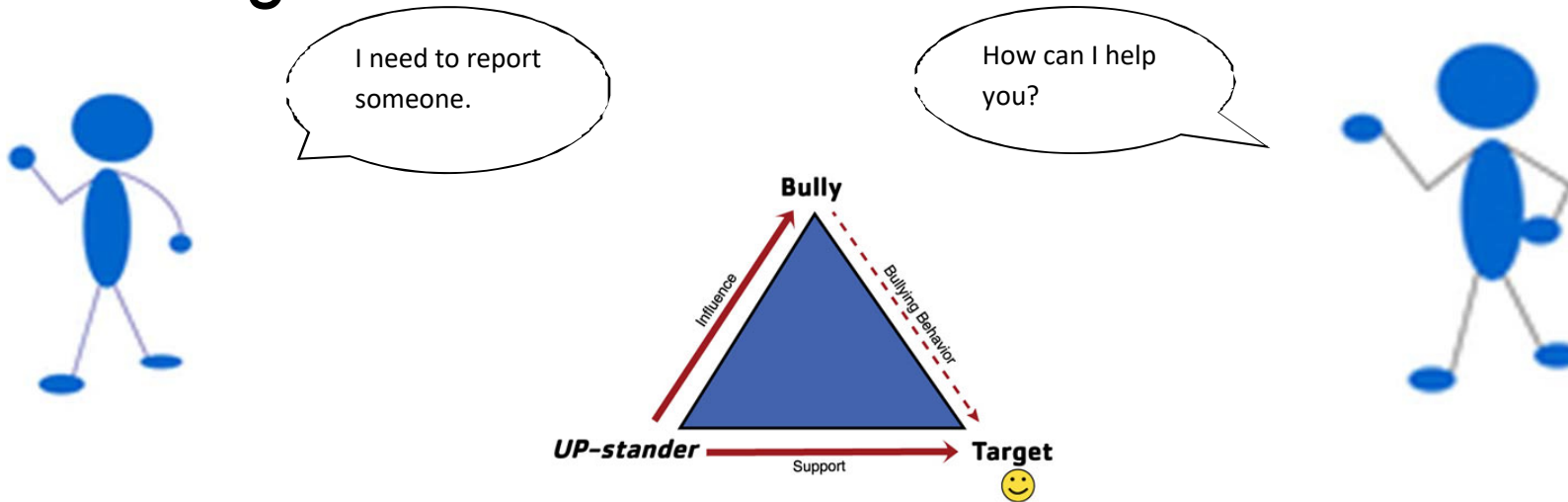
Strategies for dealing with bullying will include:

- * discuss with staff
- * monitor procedures
- * school counsellor as appropriate
- * parents notified



What should I Do If Someone Is Annoying Me?

1. Ignore them
2. Say "Please stop. I don't like it when you ..."
3. Say "Please stop or I will tell the teacher."
4. You go and tell the teacher.



BULLYING ~ NO WAY!

Bullying: *Impacts on the wellbeing of individuals and can negatively affect one's self-esteem and self-worth. It is intentional, ongoing behaviour by an individual or group that causes upset, distress, hurt or an intense sense of fear.*

What do I do if I am being bullied?

- Tell the person you do not like what they are doing to you
- Do not retaliate - Try to stay calm
- Tell the teacher and your parents straight away

What do I do if I see others being bullied?

- Tell a teacher what is going on



BULLYING INCIDENT REPORT

Intervention

(To be completed by initial teacher)

What happened?

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When and where did it happen?

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Who was involved?

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Were there any witnesses?

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Has it happened before? (Have you had a problem with this student before?) Did you speak to anyone about it?

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(Gather all of the facts - inform the students of what you are going to do after the outcome of your investigation)

Teacher Signature _____ **Date** _____

Student Report
(To be completed by student)

What happened?

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When and where did it happen?

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involved?

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Were there any witnesses?

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Has it happened before? Did you speak to anyone about it?

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Student Signature _____ Date _____

BULLYING INCIDENT REPORT

Post Intervention by _____ (Anti Bullying Contact Person)

Warning ; Removal to the team leader or principal ; Parental contact ; Negotiated contract ; On-going monitoring ;Timeout from the classroom/ playground ; Mediation sessions; Referral to external agencies ; Class/group changes ; Behaviour guidance programs (e.g. anger management, social skills) ; Detention ; Suspension.

Comments after Anti Bullying Contact Person’s investigation

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Action taken

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Tick, date and comment where appropriate. Parents Notified ☐

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Separate contact made with victim and bully after 2 days ☐

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Separate contact made with victim and bully after 1 week ☐

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Electronic copy stored in Anti Bullying folder in Executive folder. ☐

Anti Bullying Contact Person signature _____ Date _____