

Tambar Springs Public School



Anti Bullying Plan

Revised 2018



Policy Statement Against Bullying

Policy Statement – NSW Department of Education and Training

'Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form. Students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. Bullying devalues, isolates and frightens. Bullying affects an individual's ability to achieve. Bullying has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders. Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.'

Statement on Bullying

In line with the NSW Department of Education, schools need to be happy places for students and their teachers. Student welfare is enhanced when all members of the school community participate in the learning programs and life of the school.

At Tambar Springs Public School we will:

- Maximise student participation in decision making and ensure that principles of equity and fairness are reflected in school practice
- Develop and implement policies and procedures to protect the rights, safety and health of all school community members
- Establish clear guidelines and expectations in regards to core rules and behaviours which are known and understood by all school community members
- Establish networks to support students and parents through the management of conflict resolution
- Promote a whole school commitment to the health, safety and welfare of all students
- Actively manage allegations of bullying
- Initiative educational programs based around Anti Bullying, conflict resolution and leadership that actively prevent and manage bullying
- Establish high expectations and promote zero tolerance of bullying behaviour

We aim to establish a community in which everybody upholds our school values of respect, safety and trust, and where individual differences are appreciated, understood and accepted. Everybody has the right to enjoy their time at school.

Protection

The aim of the anti-bullying policy is to ensure that pupils and staff learn and teach in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Types of Bullying

Forms of Bullying identified by the school and community

Physical	<ul style="list-style-type: none">*Hitting, slapping, punching* Kicking*Pushing, strangling*spitting, biting*Pinching, scratching*throwing objects	Getting another person to harm someone
Non-Physical	<ul style="list-style-type: none">*Mean or hurtful name calling*Hurtful teasing*Demanding money or possessions*Forcing another to do homework or commit offences such as stealing	Spreading nasty rumours Trying to get other students to not like someone
Non-Verbal	<ul style="list-style-type: none">*Threatening and/or obscene gestures	Deliberate exclusion from a group or activity Removing, hiding or damaging other's belongings
Cyber-bullying	<ul style="list-style-type: none">*Mean or hurtful emails, text messages, multi-media messages, chat room conversations*Ringing and then hanging up	Having somebody else do it for you
Racial/religious/sexual disability	<ul style="list-style-type: none">*Inappropriate touching and/or actions*Inappropriate suggestions, conversations and/or comments	

Expectations and Responsibilities

Expectations

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, 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

Responsibilities

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
- contribute to the development of the Anti-bullying Plan and support it through words and actions
- actively work together to resolve incidents of bullying behaviour when they occur.

Students can expect to:

- know that their concerns will be responded to by school staff
- be provided with appropriate support
- participate in learning experiences that address key understandings and skills relating to
- positive relationships, safety, gender equity, discrimination, bullying and harassment.

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
 - follow the school Anti-bullying Plan
- respond to incidents of bullying according to their school Anti-bullying Plan.

Expectations and Responsibilities

Parents and caregivers have a responsibility to:

- support their children in all aspects of their learning
- 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
- support all students of the school to deal effectively with bullying through the strategies of the Anti-bullying Plan.

Schools have a responsibility to:

- develop an Anti-bullying Plan through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground
- inform students, parents, caregivers and the community about the School Discipline Code Anti-bullying Policy and Program
- provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers
- provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour, and the consequences for inappropriate behaviour
- communicate to parents and caregivers that they have an important role to play in supporting the resolution of bullying behaviour involving their children
- follow up complaints of bullying, harassment, intimidation and victimisation

Teachers have a responsibility to:

- respect and support students in all aspects of their learning
- model appropriate behaviour
respond in an appropriate and timely manner to incidents of bullying according to the school Anti-bullying Plan.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truancy from school. School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by;

- talking to a member of staff of their choice
- completing a 'bullying concern' form and placing it in the box at reception
- contacting local and national support agencies for advice/support
- Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it.

Principles for Reporting and management of bullying:

- ***It is vital that the teacher who the student reports to follows up the incident, informs the student that they have investigated and followed up the incident, and checks back with the student to monitor. Consequently it is anticipated that a culture of trust will develop where students are confident that they will be listened to.***
- ***Effective reporting and management must be supported by thorough communication to all parties involved.***

Managing Bullying

Identifying Bullying Behaviour;

Programs will be put into place which will ensure:

- All school students, staff and community members will be aware of the School's Anti Bullying definition and what constitutes bullying
- The development of a common language in regards to bullying, how it should be dealt with and building strategies for promoting positive behaviour

Programs will be put into place, which will ensure:

- response to bullying is principle centred - 'Nobody wants bullying'
- the focus when dealing with bullying behaviour will be on behaviour change, a whole school
- approach through effective and consistent reporting, education, intervention, community
- involvement and peer support.
- consequences for bullying behaviour will be consistent with the School Student Welfare
- Policy
- professional development for staff to promote common investigation techniques, questioning, recording and communication of issues
- promoting the use of BRAVE to empower students in conflict resolution

School programs will aim to:

- embed a philosophy of Anti - Bullying and zero tolerance into school life
- provide students with conflict resolution skills
- develop bystander skills
- build productive school citizens who capably deal with a variety of social situations and willingly support their peers
- encourage positive and supportive intervention
- promote community education and problem solving skills
- establish clear consequences for bullying activity
- implement behaviour modification plans for students exhibiting ongoing bullying behaviour
- encourage staff vigilance

Managing Bullying

Student/s report the incident:

- Take down any details offered in this first instance
- let the student/s know that you will be speaking to the suspected bullies
- Ask what has happened to them and who was involved
- Make sure that you write down the students name and class
- Empathise with the student, acknowledge how they are feeling and reassure them that you will be speaking to them again once you have spoken to all other students involved.

Before you investigate:

- Wait until all parties involved are calm, allow for cool off time if needed
- Allow all students involved the opportunity to have a say, uninterrupted
- Do not send students who are involved in the incident to get other students who are involved

The Method of Shared Concern

Investigation and Mediation is based upon The Method of Shared Concern. This aims to make the students exhibiting the bullying behaviour a significant part of the resolution. It aims to encourage them to empathise with the victim and propose solutions to the problem and acknowledge more appropriate ways to behave.

Stage 1

- Speak to each individual child accused of bullying behaviour
- Ask each of them 'What do you know about what has been happening / happened?' Be constructive and pose probing questions which are neutral and do not accuse any wrong doing at this point.
- *Most children will be co-operative and share events that have happened which allow you to ask questions which encourage the bully to consider their actions, how the victim felt and more appropriate ways to respond.*

Stage 2

- Interview the victim
- Ask the student generally how they have been going at school
- Ask the student if there is any reason that they can see why the students may want to intentionally hurt them?
- Ask the student what they think could be done to improve the situation
- Let the student know that you have been talking to the other students involved and that everyone is working to find a solution to the problem (a way to make it better) Invite the student to meet with other students involved to all work together to resolve the situation

Managing Bullying

Stage 3

- Meet with the bully / group of bullies
- Compliment the group on the progress that has been made
- Respond to, (or elicit) a suggestion that the victim be invited to join them for a final meeting to assess whether the situation has been resolved
- Reassurances must be given by group members, that they will act positively towards the victim at the meeting
- You should NOT arrange this meeting until you are certain that it is evident that a constructive outcome can be obtained Stage 4
- The final meeting is to provide confirmation that the bullying is over and acceptable relations between all the students have been established
- Where the victim has behaved in a provocative manner, you need to ensure that adjustments in behaviour are committed to from both sides
- Mediate an agreement on how the students will behave towards each other in the future. Older students can sign an agreement if deemed appropriate and useful

It is important to note that if serious incidents have occurred, (eg violence) consequences should occur as per the Student Welfare Policy. If the steps are unsuccessful in reaching acceptable resolutions the situation is to be monitored, continuous support offered and the Student Welfare Policy followed.

To promote productive accountability and reflection any student who has been issued with a greenslip or suspension following bullying behaviour will spend time with the Stage Supervisor discussing the incidents in which they were involved.

For example:

- what has been happening?
- what were your actions?
- what were the implications upon the other person?
- What school rules did you break?
- What could you do to help make things better?
- How will other people know that you are trying to make things better?
- Where appropriate a student reflection sheet should be sent home for further consolidation.

This should only be done in consultation and with the support of the parent. It needs to be signed by the parent and returned to the Deputy Principal.