



Education &  
Communities

# Anti-bullying Plan

## Bligh Park 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.

# Bligh Park 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 and Cyberbullying information* of the New South Wales Department of Education and Communities.

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 staff, students, parents, caregivers and members of the wider school community.

All members of the school community are invited to contribute to preventing bullying by modelling and promoting appropriate behaviour and respectful relationships at all times. Consultation with the whole school community occurs through newsletters, stage information sessions, survey data and feedback forms.

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 and Training: For matters involving bullying which affect departmental employees, refer to the department's Prevention of Bullying in the Workplace Policy.

## Statement of purpose

The policy applies to all student bullying behaviour, including cyberbullying, that occurs in school and off school premises and outside of school hours where there is a clear and close relationship between the school and the conduct of the student.

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.

Cyberbullying refers to bullying through information and communication technologies and is sometimes used as an extension to other forms of bullying.

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.



# BLIGH PARK PUBLIC SCHOOL ANTI-BULLYING MATRIX

| STRATEGIES        | SCHOOL STRUCTURE  | TEACHING STAFF   | STUDENTS   | PARENTS/COMMUNITY   |
|-------------------|---|--|--|---|
| <b>PROTECTION</b> | <ul style="list-style-type: none"> <li>Establish Consulting Team</li> <li>Training-Key Staff</li> <li>Detailed School Policy – Anti-Bullying</li> <li>Developing shared understanding of bullying behaviour</li> <li>Develop a shared understanding of cyberbullying</li> <li>Awareness - school newsletter.</li> <li>Maintaining a positive climate of respectful relationships</li> </ul>   | <ul style="list-style-type: none"> <li>Awareness raising</li> <li>Training</li> <li>Maintaining a positive climate of respectful relationships</li> <li>Developing shared understanding of bullying behaviour and cyberbullying</li> </ul>   | <ul style="list-style-type: none"> <li>Awareness Raising</li> <li>Developing shared understanding of bullying behaviour and its consequences.</li> <li>Develop a shared understanding of cyberbullying and its consequences for victims and others online</li> </ul> | <ul style="list-style-type: none"> <li>Awareness Raising-sharing policy/newsletter updates /information evenings (guest speakers).</li> <li>Developing shared understanding of bullying behaviour and its consequences</li> <li>Develop a shared understanding of cyberbullying and its consequences</li> </ul> |
| <b>PREVENTION</b> | <ul style="list-style-type: none"> <li>Developing and implementing programs for bullying prevention including cyberbullying.</li> <li>'Say No To Bulling'</li> <li>'Safe Families'</li> <li>'Bullying No Way'</li> <li>'Erasing cyberbullying' (Optus)</li> <li>'Cybersmart Teachers Gateway and Kids Portal'</li> <li>Embedding anti-bullying messages into each curriculum area and school culture</li> <li>Support staff to implement programs and policies (training, resources)</li> </ul> | <ul style="list-style-type: none"> <li>Implement Anti-bullying programs in conjunction with Positive Behaviour For Learning in every classroom:                             <ul style="list-style-type: none"> <li>'Say No To Bulling'</li> <li>'Safe Families'</li> <li>'Bullying No Way'</li> </ul> </li> <li>Establish Expectations</li> <li>Modelling</li> <li>Attention to Positive Behaviours</li> <li>Descriptive Feedback</li> <li>Enhancing feedback</li> <li>Corrective feedback</li> <li>Structured Conversations, (See attached information).</li> </ul> | <ul style="list-style-type: none"> <li>Students participate in anti-bullying programs in their classroom</li> <li>Create awareness through programs, management prompts and posters</li> <li>Re-establish Anti-bullying boxes</li> </ul>                             | <ul style="list-style-type: none"> <li>Education about bullying.</li> <li>Providing parental support groups/forums-to discuss issues and concerns around bullying.</li> <li>Assistant Principals to facilitate.</li> </ul>  |

| STRATEGIES                | SCHOOL STRUCTURE  | TEACHING STAFF  | STUDENTS   | PARENTS/COMMUNITY  |
|---------------------------|---|---|--|--|
| <b>EARLY INTERVENTION</b> | <ul style="list-style-type: none"> <li>Developing Early Intervention criteria to identify students at or after enrolment as having experienced bullying or engaged in bullying behaviour</li> <li>Identify possible school wide supports:               <ul style="list-style-type: none"> <li>Mentoring Program</li> <li>School Counsellor</li> <li>Support Group</li> <li>Visibly support staff</li> </ul> </li> </ul>  | <ul style="list-style-type: none"> <li>Use School wide criteria to identify students at risk of bullying behaviour</li> <li>Visibly support students and families</li> <li>Recognise negative teacher self talk</li> <li>Promote positive behaviours with students and staff</li> </ul>   | <ul style="list-style-type: none"> <li>Provide support before issues emerge or escalate:               <ul style="list-style-type: none"> <li>Early intervention support for students who are identified as being at risk of developing long term difficulties with social relationships</li> <li>Learning Support Team referrals</li> <li>Counsellor intervention</li> <li>Itinerant Support</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Provide support before issues emerge or escalate:               <ul style="list-style-type: none"> <li>Early intervention support for parents who are identified as experiencing bullying in the family or household</li> </ul> </li> <li>Counsellor intervention</li> <li>Develop a set of resource materials (books /brochures)</li> <li>Tea/Coffee Room</li> <li>Community Support Groups</li> </ul> |
| <b>RESPONSE</b>           | <ul style="list-style-type: none"> <li>Empower the whole school community to recognise and respond to bullying</li> <li>harassment and victimisation and behave as responsible bystanders</li> <li>Developing and publicising clear procedures for reporting incidents of bullying to the school</li> <li>Respond to incidents of bullying that have been reported to the school quickly and effectively</li> <li>Identify patterns of behaviour and responding to such patterns</li> </ul> | <ul style="list-style-type: none"> <li>Techniques to include matching a planned combination of interventions to the particular incident of bullying:               <ul style="list-style-type: none"> <li>Maintain Focus</li> <li>Expectation discussion.</li> <li>Redirection</li> <li>Shared Control</li> <li>Referral</li> </ul> </li> <li>Cyberbullying threats should be reported to the Police and the School Safety and Response unit</li> </ul> | <ul style="list-style-type: none"> <li>Inform staff or adults of incidents involving bullying</li> <li>Seek support and intervention for bullying incidents</li> </ul>   | <ul style="list-style-type: none"> <li>Respond to incidents of bullying behaviour by alerting the school if incidents occur</li> <li>Discuss bullying incident and identify pattern of behaviour and the response to that behaviour</li> </ul>   |

### *Additional Information*

Kids Helpline:07-33691588

Kidshelp.com.au

Police Youth Liaison: 45873099

### **Principal's comment**

Research indicates that students who experience bullying are more likely to experience impaired social and emotional adjustment, poor academic performance, poor physical health, high absenteeism and increased loneliness and low self-esteem. This anti-bullying plan is a key part of our school planning for student wellbeing and effective learning. Through implementing this plan our school strives to maintain a positive school climate where bullying is less likely to take place and where the students, parents, teachers and community feel safe, valued and comfortable.

**Ms Irene Iskric - Assistant Principal**

**Mrs Narrelle Saunderson - Assistant Principal**

**Mrs Rhonda Giese - Assistant Principal**

**Mrs Monica Grech - Assistant Principal**

**Ms Roas Sgro - Special Ed Assistant Principal**

**Ms Penny Oakes - Senior School Assistant**

**Mrs Joan Westerweller - School Principal**

**Mrs Sandra Ryznar - Parent Representative**

### *School contact information*

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