

KAREELA PUBLIC SCHOOL

ANTI-BULLYING PLAN

Policy Statement against Bullying

Public schools are inclusive environments, where diversity is affirmed and individual differences are respected.

- Quality education is provided for students to meet their learning needs in a secure, ordered and supportive environment.
- The focus of quality education is for students to learn and grow with confidence. Students develop best in schools where teaching and learning occur in a context of student welfare.
- The wellbeing, safety and health of students inform school policies, programs and practices.
- Partnership with parents, caregivers, students and the wider community is central to the success of this process.

Defining Bullying Behaviour

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

Bullying involves the abuse of power in relationships.

Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.

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.

A Statement of Purpose

Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community. Any inappropriate behaviour that gets in the way of teaching and learning at the school and interferes with the wellbeing of students cannot be accepted.

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.

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 victimisation;
- 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; and
- all students to be provided with appropriate support when bullying occurs.

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; and
- actively work together to resolve incidents of bullying behaviour when they occur.

Each group within the school community has a specific role in preventing and dealing with bullying.

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); and
- participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to:

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

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; and
- 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 or School Rules and Anti-bullying Plan;
- 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; and
- communicate to parents and caregivers that they have an important role to play in resolving incidents 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.

Managing Bullying

Strategies to Prevent Bullying

- Highlight *No Go Tell*
 - Say **No**: be assertive not aggressive. Tell the bully how their actions make you feel.
 - Choose to ignore or **Go** away.
 - **Tell** someone who can give you support;
- Implement Child Protection and Social Skills, Peer Support and Buddy Programs;

- Encourage staff vigilance and action (eg. recording significant offences) in classrooms, at assemblies, moving to and from classrooms and on the playground;
- Raise community awareness; and
- Gather and record data.

Strategies to Manage Bullying

Students:

- Implement ‘Strategies to Prevent Bullying’;
- abide by the Students’ Code of Behaviour and the school’s Values System;
- report any form of bullying to teachers or adults; and
- participate in programs outlined above.

Staff:

- support both the bully and the victim;
- listen to concerns;
- implement the Student Welfare Policy for dealing with inappropriate behaviour including Restorative Practices as outlined on the Playground Clipboard;
- encourage students to inform staff – telling is not dobbing;
- continually monitor in order to review and renew school policies as appropriate; and
- provide ongoing and regular communication.

Parents/Caregivers:

- maintain contact with school staff; and
- support their children in developing positive responses to incidents of bullying consistent with the school’s Anti-Bullying Plan.

Monitoring and Evaluating

Each term, the Student Welfare Committee will review the playground clipboard sheets to monitor the level of bullying across the school identifying:

- groups of, or individual bullies;
- types of bullying; and
- playground areas of concern.

References

- Anti-bullying Plan for Schools 2005
- Student Discipline in Government Schools 2006
- Support Materials at

https://www.det.nsw.edu.au/policies/students_serv/discipline/stu_discip_gov/implementation.shtml

This policy was developed in Term 1 2008

Student Welfare Committee 2008

Classroom teachers - Wayne Smith, Joan Smollett, Frankie Tatar

School Executive - Sonya Bruyn, Julie Cush, Jo Graham, Margaret Turner

This policy was ratified by School Council in...

Term 2 2008.

Policy to be reviewed as part of the school’s three-year cycle.