



Education &
Communities

Anti-bullying Plan

Alstonville Public School



Reviewed December 2015. Next review 2017.



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.

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

Alstonville Public School has developed this plan in consultation with the Positive Behaviour for Learning committee, staff and parents in our community. They will also participate in evaluating and reviewing this plan.

Statement of purpose

Our school has a duty to take all reasonable steps to prevent bullying. 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 the fear of bullying, harassment and intimidation. Any inappropriate behavior that gets in the way of teaching and learning at the school and interferes with the wellbeing of students and staff will not be accepted.

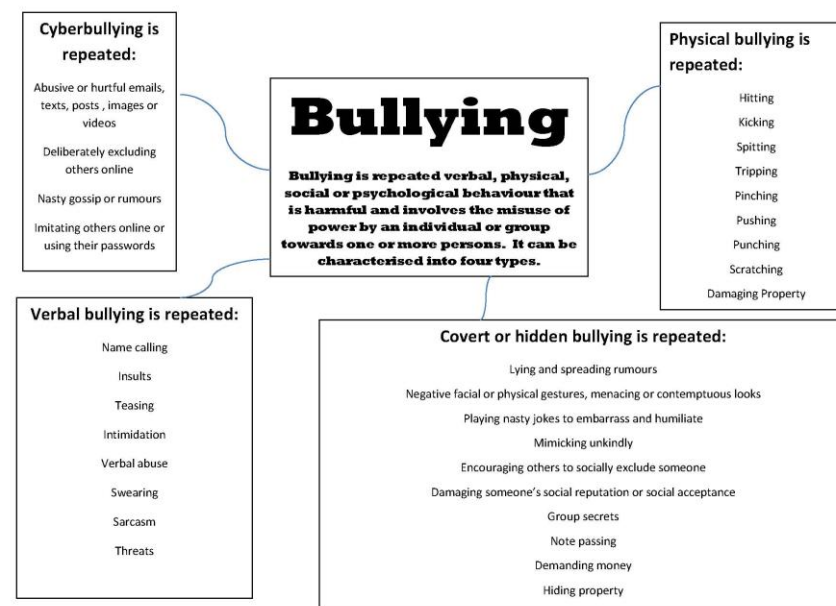
Protection

Bullying is repeated verbal, physical, social or psychological behaviour that is a harmful abuse of power by an individual or group, towards one or more people. Cyber bullying refers to bullying through information and communication technologies (ICT).

Bullying can involve any or all forms of harassment or repeated acts of humiliation, domination, intimidation and victimisation which refer to an individual student's sex, race, disability, transgender or sexual preference.

Conflicts or fights between equals or single incidents are not defined as bullying.

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 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.

For matters involving bullying which affect departmental employees, refer to the department's [Prevention of Bullying in the Workplace Policy](#) (intranet only).

Responsibilities and Delegations

Principals

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

- Is developed collaboratively with students, school staff, parents and caregivers
- Includes procedures consistent with DN 10/00225 – Reporting incidents involving assaults, threats, intimidation or harassment and the Incident Reporting Policy
- Includes procedures for contacting the child wellbeing unit where appropriate
- Includes contact information for the police youth liaison officer (YLO) and school liaison police officer (SLP) where appropriate
- Includes contact information for appropriate support services such as Kids Helpline
- Includes information on departmental appeal procedures and the [Complaints Handling Policy](#) is promoted published on the school website
- Is reviewed with the school community at least every three years

School Staff

School staff have a responsibility to:

- Respect and support students
- Model and promote appropriate behaviour
- Have a 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 on-line 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

Parents, teachers, students and the community will be aware of the school's position on anti-bullying. In order for the anti-bullying message to pass into Alstonville Public School's culture, information is provided for students, parents, caregivers and teachers to identify bullying behavior. The school should adopt a four-phase approach to bullying.

Phase 1:

- Professional Development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response via newsletter.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving skills.

Phase 2:

- Parents should contact the school if they become aware of a problem.
- Classroom teachers and principal support the reporting of bullying incidents by children and/or staff, involving themselves or others.
- Recognise and reward students for positive behaviour and resolution of problems through the Positive Behaviour for Learning program.

Phase 3:

- Once identified, each bully, victim and witness will be conferenced and incidents or allegations of bullying will be investigated and documented.
- If a bullying incident is identified parents will be contacted and consequences implemented, consistent with the school's Welfare and Discipline Policy and the Department of Education Wellbeing Framework.

- Students and staff, identified by others, will be informed of allegations.
- Bullies and victims will be offered counselling and support.
- If bullying persists, the principal will commence formal disciplinary action.

Phase 4

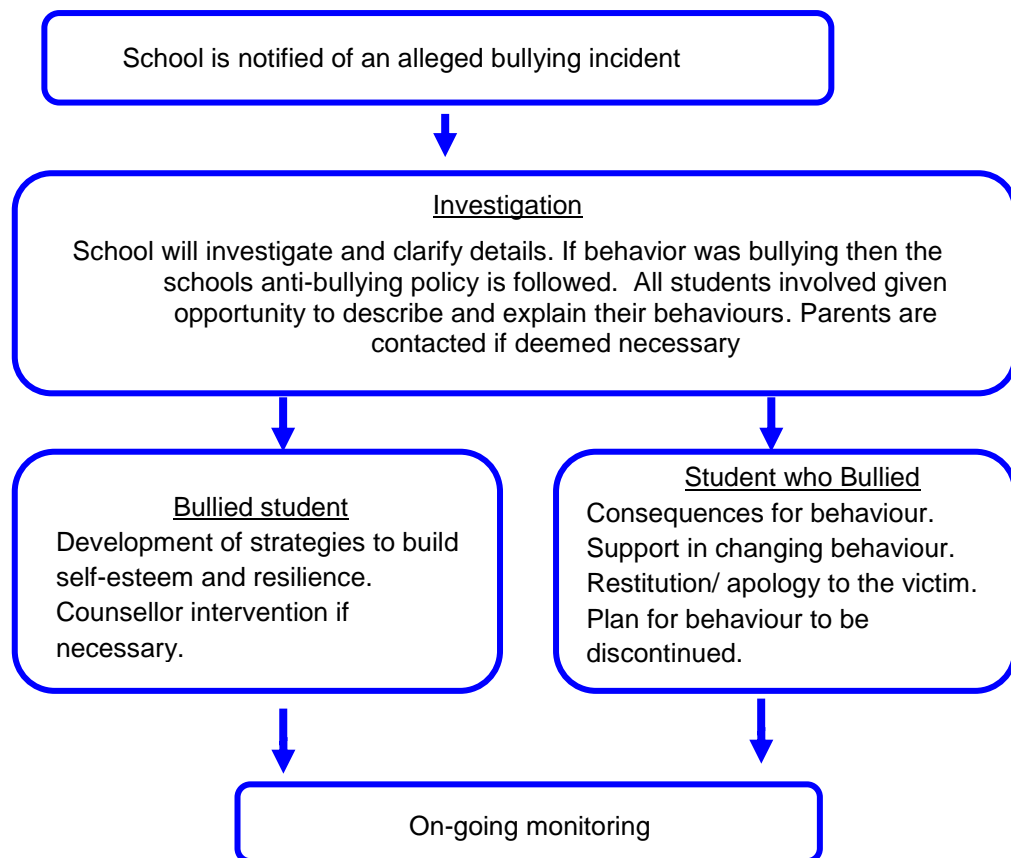
- Consequences for students will be individually based and a review of bullying incidents will occur regularly through EBS4 data and LST minutes.

Prevention

Strategies to reinforce positive behavior include:

- Weekly Positive Behaviour for Learning lessons explicitly taught by teachers to all children.
- A whole school reward and individual class and children rewards for positive behaviours exemplifying safe, fair and learner based behaviours.
- Telephone calls home to parents and caregivers for acknowledgement of outstanding behaviour and acts of care toward others.
- Monthly Acts of Kindness Awards from QUOTA on assembly.
- Daily positive verbal reinforcement from staff.
- 'Student Voice' being heard via class leaders in the fortnightly student parliament.

Response



Positive Behaviour for Learning processes for dealing with bullying will include

- Parents notified
- Discuss with staff
- Monitor procedures
- School counsellor as appropriate
- Positive behaviours will be role modelled/reinforced

Strategies and programs to support any student who has been affected by, engaged in or witnessed bullying behaviour include

- Positive Behaviour for Learning strategies
- School counsellor
- Outside agency support

Monitoring, evaluation and reporting requirements

Principals are responsible for:

- Implementing the policy within the school through staff and P&C meetings.
- The school's Anti-Bullying Plan being published on the schools' website.
- Anti-Bullying Plan reviewed every three years, or modified as deemed necessary.

Strategies for explicit teaching of dealing with Bullying Behaviour.

Parents and Caregivers

Parents and caregivers have an important role when dealing with bullying.

There are things you can do if you think your child is bullying others or being bullied.

- Talk to your child & encourage them to be open
- Talk to your child's class teacher
- Talk to the school Principal
- Talk to the School Counselor
- Call the Parenting Help Line
- Call the Family Help Line

- Accessing Department of Education resources from the website about dealing with bullying issues.
- Talk to the Police Youth Liaison Officer
- Make a notification to Family and Community Services

Additional Information

Police Youth Liaison Officers (YLO) are responsible for delivering safety talks at schools, delivering cautions and referring children and young people to youth justice conferences.

There is a Police YLO at each of the Local Area Commands across NSW. The closest Police YLO for Alstonville Public School is based at Ballina Police.

Alstonville Police is open part time and they are located at Perry Street Alstonville NSW 2478. If there is not an officer attending the station the call will be redirected to Ballina Police.

Ph - 0266280244 Fax - 0266281035

Kids Helpline is available 24 hours, 7 days a week. It provides online www.kidshelp.com.au/kids or phone counselling for children.

Ph – 1800 55 1800

Principal's comment

When developing this policy the NSW DoE Anti-Bullying Plan was consulted. Therefore, the Alstonville Public School's policy strongly reflects the DoE Anti-Bullying Plan.

Anti-Bullying team that developed this plan:

The Positive Behaviour for Learning Team

Mark Hurtz – Teacher Representative

Rachel Sipple- Teacher Representative

Cassie Dean – Assistant Principal

Dylan Harry- Relieving Assistant Principal

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Cate Moore – Principal

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