



Anti-bullying Plan - SUPPORTING DOCUMENT

Middle Dural 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.

Our School Anti-Bullying Plan

Students, teachers and parents at Middle Dural Public School are involved in the development of the school's Anti-Bullying plan and each group takes responsibility to ensure the achievement of the intended outcomes of this plan.

The creation and revision of this plan was in consultation with all staff and all students. Student involvement through whole school discussion meetings, peer group activities and Circle Time ensured student commitment and understanding along with a sense of ownership. This was then shared with the parent body through meetings, group discussions and online for evaluative comments and considered improvements.

The school Anti-Bullying plan is to be evaluated and reviewed every three years.

Statement of purpose

Bullying can occur at any age and across cultures, gender and socioeconomic groups. Many students are likely to experience bullying at some time in their schooling, as the person being bullied, the bystander or as the bully.

Students should expect that their concerns about bullying will be responded to by school staff and that appropriate support will be provided for both the victim, and the person responsible for the bullying behaviour. Middle Dural Public School needs to provide opportunities for students to take part in learning experiences that address key understanding and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment.

Teachers, students parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

School Anti-bullying Plan – NSW Department of Education and Communities

We aim to:

- Promote a caring atmosphere and foster understanding and acceptance of each other, our community and the natural environment.
- Implement an Anti-Bullying policy at Middle Dural Public School where our students will spend the school day free from the fear of bullying, harassment, victimisation and intimidation.
- Increase the awareness of issues related to bullying and demonstrate effective strategies to deal with bullying that lead to improved and sustained playground and classroom harmony.

Protection

Middle Dural Public School takes bullying seriously and does not tolerate bullying in any form. Every member of the school community has the right to be in a happy and safe environment. The school promotes positive and respectful relationships between all members of the school community.

Definition of bullying

Bullying can be defined as **repeated** verbal, physical, social or psychological behavior that is harmful and involves the misuse of power by an individual or group towards one or more person. 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
 - Gender; Race; Disability; or Homosexuality

It can be **verbal**-eg putdowns, abuse; **physical**-eg hitting, tripping; **social**- eg excluding, alienating; **psychological**-eg spreading rumours, malicious sms or emails; or **written**-eg cyber-bullying, malicious notes.

How it feels to be bullied

Bullying hurts. It devalues, isolates and frightens. It can make the person so worried that he/she cannot work well at school affecting their ability to achieve. Bullying can have long-term effects on those engaging in bullying behavior, those who are subjects of bullying and the onlookers or bystanders.

The role of the school

It is the shared responsibilities of students, parents/caregivers and teachers in preventing and responding to bullying behaviour.

All **staff** will:

- Send very clear messages to students as to what is acceptable behaviour;
- Be positive role models in action and speech;
- Consistently apply sanctions against bullying behaviour;
- Listen to students who are experiencing difficulties and respect and support students in all aspects of their learning;
- Respond in an appropriate, effective and timely manner to incidents of bullying;

- Promote a safe and happy playground environment through supervision;
- Create an environment where students care for, and are interested in, each other – a positive school culture;
- Provide the students with skills and strategies to solve problems and avoid conflict and to respond positively to incidents of bullying behavior including responsibilities as bystanders and observers;
- Establish links between the school and the community so that everyone knows the content of the anti-bullying program; and
- Establish links with other agencies to address bullying issues as required.

All **Students** will:

- be involved in regular discussions and explicit lessons on :
 - Building self-esteem; Problem solving skills; Social skills; Being assertive not aggressive; Informing adults of conflict or bullying situations;
- Adhere to the school's Discipline Code and flowcharts
- Behave towards others in a respectful and inclusive manner, respecting and valuing individual differences and diversity.
- Respond to and report incidences of bullying as stated in this plan.

It is vital, as teachers, that we are being seen to take action.

Taking action stops bullying.

Silence and secrecy nurtures bullying

The role of parents

The school makes the following suggestions to parents.

- Take an active interest in -
 - Your child's social life
 - What is happening at school.
- Encourage your child to -
 - Bring friends home
 - Accept and tolerate differences in others
 - Talk to a parent/teacher if he/she has witnessed or become aware of bullying.
- Build your child's self-confidence by -
 - Recognising and affirming his/her positive qualities
 - Valuing him/her for who they are
- Discuss with your child -
 - The school's expectations about behaviour;
 - Ways to respond if his/her rights are infringed;
 - Ways to respect others' rights.
- Encourage constructive responses to bullying.
 - Physical bullying or persistent teasing **must** be reported.
 - Hitting back or retaliating with name-calling **won't** solve the problem.
- Set an example
 - Be firm, but not aggressive in setting behaviour limits.
 - Be positive in things you say and do.
- Be alert for signs of distress such as -
 - Unwillingness to attend school
 - Dropping off in academic performance
 - Loss of confidence and uncharacteristic mood changes
 - Withdrawal from social activities
 - Persistent headaches or feeling sick.
- Be alert for signs of bullying behaviour. This may include -
 - Aggression towards others,
 - Dominance in social activities,
 - Intolerance towards others,
 - Not accepting responsibility for actions.
- Notify the school
 - If your child is being bullied at school, report it to a teacher or the Principal. *Your report will be followed up.*
 - If you suspect your child may be bullying others, report it to a teacher or the Principal. *Your report will be followed up.*

Maintaining a positive climate of respectful relationships

Through the implementation of PBEL (Positive behavior for Engaged Learning - *the Rocks Program*) and BLP (Building Learning Power), students develop a sense of belonging, self-worth and tolerance.

This is supported and further developed through our Friendship Partner programs and our Art Buddies Visual Arts programs.

Circle Time provides an outlet for each student to have a voice in a safe and supportive environment.

Peer Groupings provides for another mix of students and leadership development for our school leaders. Students learn to co-operate, collaborate and solve problems as a team.

Prevention

Suggested Teacher Strategies

DON'T

- Ignore complaints
- Send children away
- Overreact to the incident.

DO

- Be accessible
- Give children a chance to explain
- Follow school policy and procedures

In the classroom, the NO GO TELL process for solving social problems using a traffic light motto is explicitly taught.

NO (red) - recognise feelings – *this is not comfortable*
- Ask the person to stop in a firm manner
- evaluate consequences

GO (yellow) - turn away
- leave the scene
- plan where to go (friend/ duty teacher)

TELL (Green) - a trusted adult- teacher/parent
- a friend to support you

Social skills programs and specific anti-bullying lessons are taught through PDHPE and at point of need.

Cyber-safety lessons in ICT skills

Child Protection and Drug Education Programs

Advice for students who have been, or are being, bullied

Students should be made aware that early intervention could diffuse conflict situations. Therefore the following strategies should be followed:

- Ignore the bully
- Ask bully to stop and say “Please leave me alone”
- Tell an adult if the bullying continues. Bullying occurs until it is stopped.

Victims will be supported but they must find the courage to take the first step and tell someone.

Advice for students who know or see someone else being bullied

It is every student's right and responsibility to report bullying whether it happens to oneself or to someone else. A student should:-

- If possible, intervene as the bullying occurs by telling the bully to stop. This is very useful if the onlooker has influence with the bully.
- Refuse to join in with the bullying and move away
- Support students who are being bullied - just standing by them can be enough
- Tell an adult if you are concerned about the bullying

NOTE: Strategies will be further developed and enhanced through the review and evaluation of the anti-bullying procedures.

Early Intervention

The school has in place a Zero Tolerance Policy in the playground for students identified by the school as experiencing difficulty with social situations. These students are removed from the playground, conference with the Principal, and are gradually returned to social play in a designated area for a specified time period over the week, supported by the duty teacher. The student's behavior is monitored and discussed at each play period. Follow-up with the Principal determines length of time removed from usual play.

Parents of students placed on Zero Tolerance are consulted and the process explained so as best to support their child.

Response

Empowering the whole school

- Parents will be informed via newsletter and the school website of steps to take regarding bullying incidents.
- The anti-bullying policy and plan will be uploaded onto the school website (and updated as required).
- Teachers will be proactive in their response to bullying situations and follow up in accordance with this plan and policy.
- The school staff will monitor and evaluate the effectiveness of the school anti-bullying plan in consultation with parents.

Timeframe for following up on a report of bullying

Following are the procedures and timeframes Middle Dural Public School will implement when an incident of bullying is reported to the school.

- Incidents of bullying should be reported to the Principal immediately.
- The Principal will investigate the issue and report back to those concerned within a week.

Programs to support students affected by bullying

The Learning Support Team will work with all parties to provide appropriate support for students affected by bullying.

Reporting serious incidents

The school's procedures for reporting incidents involving assaults, threats, intimidation or harassment are as follows:

- Notify the Principal immediately, of any serious incidents. The Principal will assess the situation, and where appropriate:

- Contact the School Safety and Security Unit
- The School Education Director and
- The police

Contacting the Child Wellbeing Unit or Community Services

Staff are mandatory reporters of any concerns in regards to a student's wellbeing. The Principal or delegate will complete procedures in line with processes outlined by the Child Wellbeing Unit, with action taken as per the guidelines.

Departmental appeal procedures and Complaints Handling Policy

The school's dedicated complaints handling contact is the Principal. All complaints are dealt with according to the DEC guidelines.

Strategies to identify bullying patterns

The school plans to collate all data around any incidences of bullying to indicate problem areas and behaviours so that the school can then act accordingly.

Reviewing the school anti-bullying plan

Apart from monitoring and evaluating the plan yearly, the school staff will undertake a full review of the plan with the support of the whole school community every three years.

Additional Information

Castle Hill Police Youth Liaison Officer

Phone: 02 9680 5399 **Fax:** 9680 5303

Cnr Castle & Pennant St, Castle Hill NSW 2154

Mail to: 16-22 Castle St, Castle Hill NSW 2154

Web: www.police.nsw.gov.au

Hornsby LAC Police Youth Liaison Officer

Phone: 02 9476 9751 **Fax:** 02 9476 9731

292 Pacific Highway, Hornsby NSW 2077

Email: murr2ste@police.nsw.gov.au

Web: www.police.nsw.gov.au

Kids Helpline

1800 551800

Child Wellbeing Unit

9269 9400

School Safety and Security Unit

1300 363 778

Principal's comment

Middle Dural Public School does not tolerate bullying or harassment, and respect for others is expected at all times.

At our school we aim to promote a caring atmosphere and foster understanding and acceptance of each other, our community and the natural environment.

Our community is committed to:

- a safe and interesting environment
- an acceptance of people's differences
- implementing student welfare programs in order to develop and maintain a supportive environment for students which enhances self-esteem and encourages the achievement of personal potential
- emphasising social, citizenship and leadership skills enabling students to contribute to, and benefit from, a culturally diverse society
- fostering a successful partnership between the school and home.

We believe that learning can be fostered best in a socially supportive and enjoyable environment which promotes success for every student and self-esteem and confidence are central to student learning. Students have a right to be safe, to learn, to be given opportunities to find and develop their talents and to be accepted for who they are.

This plan outlines the commitment by the school to ensure everyone has the right to have his or her concerns taken seriously in regards to bullying behaviour. This plan has been developed collaboratively with the staff, students and parents and will continue to be revised regularly to ensure it is effective in dealing with issues and concerns at Middle Dural Public School.

Ann Mills (Principal)

School contact information

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As a student –
if I am being bullied

I must not

1. Bully back:
 - Call names, insult, tease, argue, email, text or threaten
 - Use 'put downs'
 - Be physical or aggressive (push, punch, kick)
2. Keep what is happening to me a **secret**
3. **Ignore** the problem

I must

1. Ask the person to:

2. If they doGOOD
3. If the person doesn't stop **TELL** these people:

CLASSROOM	PLAYGROUND	TO OR FROM SCHOOL
CLASS TEACHER	PLAYGROUND DUTY TEACHER	BUS DRIVER
		OR
		PARENT
4. If bullying continues - **Report it again!**

As a student –
if I observe bullying

I must

1. Ask the person bullying to

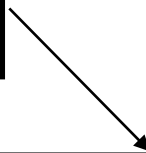
STOP & THINK

2. Ask the person being bullied to **move away** with you for help
3. TELL SOMEONE WHO CAN HELP:
 - Teacher on playground duty
 - Your class teacher
 - Peer Group Leader
 - Parent
4. Comfort the person being bullied

I must not

1. Bully back:
 - Call names, insult, tease, argue, email, text or threaten
 - Use 'put downs'
 - Be physical or aggressive)push, punch, kick)
2. Keep what I saw a secret
3. Ignore the problem
4. Become a bystander

As a Teacher
if I observe bullying,
I will take the following positive action.



- I WILL**
- 1. Directly intervene in the bullying incident by:*
- a. Investigating the situation by determining the nature of the problem.
 - b. Comforting and reassuring the students involved.
 - c. Reinforcing that Middle Dural PS is opposed to bullying
 - d. Taking students through the STOP THINK DO process to solve the problem
 - e. Recording the incident and imposing the appropriate classroom or playground consequences/action
 - f.. Restating the processes for them to follow if they are bullied or if they observe bullying
 - g. Referring to whole staff for additional advice or support if required

- I WILL NOT**
- 1. IGNORE the problem
 - 2. Respond to the situation in a manner, which is not consistent with the Middle Dural Public School Anti-Bullying policy.

As a PARENT

I will adopt the following action...

I WILL

1. IDENTIFY the areas of concern, COMFORT and REASSURE my child
2. ENCOURAGE my child to use the strategies developed at school to support students being bullied.
3. MONITOR the problem. If it is not resolved...
4. TELL SOMEONE WHO CAN HELP:
 - a. Your child's teacher
 - b. Principal

I WILL NOT

1. Encourage my child to retaliate:
 - a. Call names, insult, tease, argue, email, text or threaten,
 - b. Use 'Put Downs'
 - c. Be physical or aggressive (push, punch, kick)
2. IGNORE the problem
3. APPROACH the child who is allegedly bullying my child.