



Education &
Communities

Anti-bullying Plan

Gilgandra 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

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 and Communities.

Gilgandra Public School requested community representation through the weekly newsletter and P&C Committee. Staff and parent representatives held a meeting to discuss the definitions of bullying before publicising in the newsletter. The committee then designed a survey for parents, students and staff to gain an insight into the extent of the bullying at Gilgandra Public School. Students were taught and explained the definition of Bullying before commencing their survey. The committee met several times throughout the term to discuss the surveys and develop the school Bullying Policy. The Bullying Policy will be presented to the P&C, school parent meeting and uploaded onto the school website. The policy will be reviewed using similar procedures every three years.

Statement of purpose

The aim of this policy is to ensure that staff, parents and students of Gilgandra Public School will work together to create a safe, caring and productive learning community that supports the rights of all students to learn and all teachers to teach. We take bullying seriously and will intervene in a way to deal with incidents of bullying in a timely and consistent fashion.

Protection

At Gilgandra Public School, Bullying has been defined as:

Intentional repeated behaviour by an individual or group of individuals that cause distress, hurt or undue pressure.

Bullying behaviour can be:

Verbal: e.g. name calling, teasing, abuse, put downs, sarcasm, insults, threats

Physical: e.g. hitting, punching, kicking

Social: e.g. ignoring, excluding, alienating, inappropriate gestures.

Psychological: e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages.

Responsibilities.

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

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 and Anti-bullying Plan
- Provide students with strategies to respond appropriately to incidents of bullying behaviour, including responsibilities as bystanders and observers
- Provide parents and 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 resolving incidents of bullying behaviour involving their children
- Follow up complaints of bullying, harassment and intimidation

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

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
- Explain the understandings the school has developed about the individual and shared responsibilities of students, parents, caregivers and teachers in preventing and responding to bullying behaviour.

Prevention

Gilgandra Public School will embed anti-bullying messages into each curriculum area and in every year level.

- *PBL lessons involving Respect and Safety*
- *Interpersonal Skills Units taught in PD/PD/Health*
- *Specific lessons targeting bullying.*

- *Classroom and playground expectations and routines applied consistently*
- *Active supervision of students in the classroom and in the playground.*
- *Modelling of appropriate problem solving behaviour and conflict management.*
- *Active intervention when bullying behavior occurs.*
- *Professional Learning provided to staff on Anti-Bullying strategies and programs.*

Early Intervention

For students who are identified as being at risk of developing long-term difficulties with social relationships and those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour the following are interventions that may be implemented.

- *Class anti bullying lessons*
- *Bystander training*
- *Bullying boxes*
- *Assertiveness training*
- *Existing behavior/ consequence chart*
- *PBL lessons involving Respect and Safety*
- *Mediation*

School Executive, Learning Support Team or class teachers may implement a range of interventions applicable to the type of bullying incident. Interventions need to be matched to the type of bullying and often in conjunction with each other.

Response

Gilgandra Public School students will participate in lessons aimed at reducing the incidence of bullying at school. These lessons will come from a number of sources;

- Bullying No Way,
- PD/H/PPD Syllabus
- Bullying Prevention in Positive Behaviour Support
- Bullying a Whole School Approach
- Bullying-RIC Publications

Gilgandra Public School responds to all behavioural and bullying incidents setting out clear behaviour standards through the PBL program and using consequences to prevent and deter the students from repeating their behaviour. Consequences could include detention, loss of privileges and even suspension. The incident of bullying will be investigated and dealt with quickly and consistently.

The interventions that will be implemented at Gilgandra Public School to support any student who has been affected by, engaged in or witnessed bullying behavior are:

- *Class anti bullying lessons*
- *Bystander training*
- *Bullying boxes*
- *Assertiveness training*
- *Existing behaviour/ consequence chart*
- *PBL lessons involving Respect and Safety*
- *Mediation*

Gilgandra Public School parents will be provided with regular updates, within the bounds of privacy legislation, in the school newsletter about ways to deal with bullying at school. Specific parents will be contacted as necessary if their child is involved in a bullying incident.

Gilgandra Public School in the case of serious or security incidents will adhere to the Department of Education and Communities procedures to report incidents involving assaults, threats, intimidation or harassment to the police.

Gilgandra Public School will contact the Child Wellbeing Unit or Community Services when deemed appropriate in a bullying matter.

Gilgandra Public School will adhere to the Complaints Handling Policy which establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed.

Gilgandra Public School records all behavioural and bullying incidents on the STARS computer program. At PBL meetings, STARS data is presented for analysis and followed-up with students, parents and teachers. Identified students will be dealt with according to the PBL Consequence Chart.

Gilgandra Public School will promote and publicise the Anti-bullying Plan through the newsletter, parent meetings and the school's website to the school community.

The Anti-Bullying Plan will be evaluated regularly at Learning Support Team and Executive meetings. Staff meetings will provide time for staff to monitor and evaluate.

Gilgandra Public School will conduct a review of the Anti-bullying Plan every three years with the school community. The process will take the form of a student, staff and parent survey to collect data on current procedures. Data will be analyzed by the team and the Anti-Bullying Policy strategies will be amended as required.

Additional Information

Marty Paice- Police School Liaison Police officer (SLP)

Kids Helpline - Ph. 1800 551 800 or www.kidshelp.com.au

Patricia Howard-Principal

Janine Hazelton-Assistant Principal

Leanne Morris-Deputy Principal

Danielle Griffiths-Teacher

Kristin Anforth-ISTB

Amanda Bunter-Parent

Amanda Chalker-Parent and P&C Representative

Nicole Masling-Parent

School contact information

Gilgandra Public School

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